

EMPLOYEE HANDBOOK
GALVESTON HOUSING AUTHORITY
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FRATERNIZATION/ NEPOTISM POLICY

It is the goal of the Authority to avoid misunderstandings, actual or perceived conflicts of interest, complaints of favoritism, potential claims of sexual harassment, and problems of employee morale and dissension that can potentially result from intimate relationships between GHA employees. To minimize these potential conflicts, the GHA strongly discourages its employees from entering into intimate relationships with other employees.

Managers and supervisors are strongly discouraged from fraternizing or becoming romantically involved with one another or with any other employee of the Authority. Additionally, all employees, both managerial and non-managerial, are discouraged from fraternizing or becoming romantically involved with other employees when such personal relationships may create a conflict of interest, cause disruption, create a negative or unprofessional work environment, or present concerns regarding supervision, safety, security or morale.

No person related by marriage or blood to any employee shall be hired by GHA. This prohibition shall not apply, however, to any persons who have been employed before the legal relationship came to exist. Should this occur to any employees in the same department, accommodations will be made to transfer one of the individuals to another department.

REPORTING REQUIREMENTS

Where an intimate employee relationship develops, it is the responsibility of both parties to immediately and fully disclose the relationship to Human Resources so that a determination can be made as to whether the relationship presents an actual or potential conflict of interest. The GHA reserves the right to transfer or to take any necessary employment action where an employee is involved in an intimate or familial relationship with another employee. Non-disclosure of intimate employee relationship or any relationship that becomes disruptive to the efficient operation of Authority business will be dealt with appropriately, up to and including termination.