

## IMPROPER CONDUCT OFFENSE - OFFICIAL CONDUCT

26.2.146

**Fraternization** - In order to promote the efficient and effective operation of the Volusia County Sheriff's Office and to avoid misunderstandings, complaints of favoritism and other problems of supervision, security, morale, and possible claims of sexual harassment, hostile work environment and/ or discrimination, direct-report romantic relationships are discouraged. Should a direct-report relationship develop, it is incumbent upon both parties involved to immediately notify the Sheriff in writing via chain of command. (NEW 09/12)

26.2.147

So as not to compromise the respect of subordinate personnel as well as the professionalism, integrity and obligations of a supervisor (civilian or sworn), one or both of the involved members will be reassigned. This reassignment is not disciplinary in nature, but rather a constructive step to avoid the appearance of favoritism/partiality or otherwise undermine good order, discipline, authority, or morale. However, failure to report such direct-report relationships by the parties involved shall be subject to disciplinary action up to and including dismissal. (NEW 09/12)

26.2.148

In addition, in any peer-to-peer romantic relationship where both parties are assigned to the same shift, section, unit and/or office, it is incumbent upon both parties to notify their immediate supervisor.

The supervisor will assess the potential for any professional conflict of interest in respect to the current assignments on a case by case basis. Failure to report a peer relationship by the parties involved shall be subject to disciplinary action up to and including dismissal.

(NEW 09/12)