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Navigating Workplace Romance

Policies, Pitfalls and Professionalism

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CONTENT

- Understanding Workplace Romance
- Why Relationships Develop at Work
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UNDERSTANDING WORKPLACE ROMANCE

Workplace romance is a consensual dating or marital relationship between two employees in the same organization (Mainiero, 1986; Pierce, byrne, & Aguinis, 1996; Powell, 2001; Powell & Foley, 1998; Quinn, 1977)

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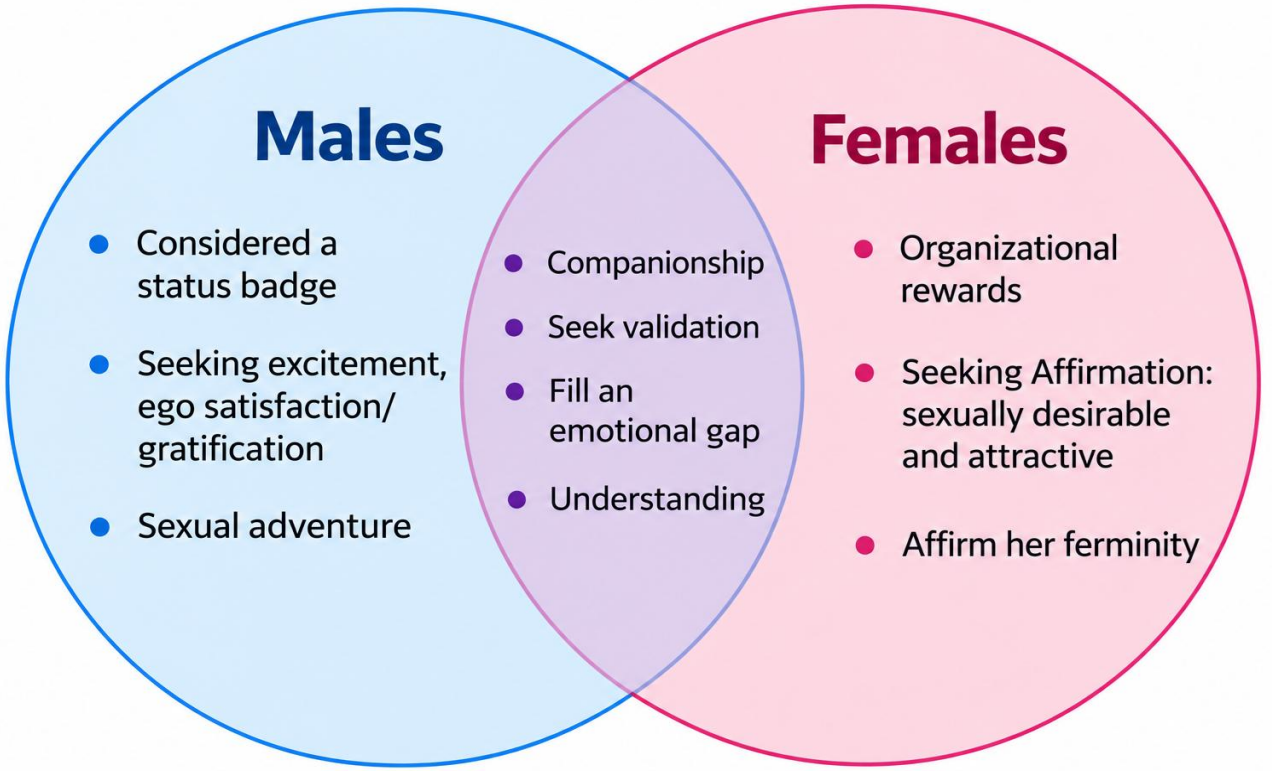
WHY WORKPLACE ROMANCE HAPPENS

- Proximity
- Similarity
- Familiarity
- Attraction
- Perceptions of mutual benefit

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THE GENDERED ASPECT



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ORGANISATIONAL PITFALLS

- Perceived or actual favouritism
- Conflict of interest
- divided loyalties
- Clouds judgement and decision making
- Risk of breach of confidentiality
- Possible damage to organizational reputation
- Increased grievances.
- Absenteeism.
- Productivity concerns

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PERSONAL & INTERPERSONAL PITFALLS

- Difficulty maintaining professional boundaries
- Jealousy and emotional strain
- Gossip and reputational harm
- Team conflict
- Reduced collaboration.
- Reduced morale
- Post-breakup hostility or retaliation
- Risk of being used and dumped (Hurt)
- Emotional and psychological distress following breakups

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BENEFITS

A. Increased Job Satisfaction

B. Emotional Support

C. Improved Communication & Better collaboration

D. Positive feeling

E. Enhanced Commitment

F. Potential for Long-Term Relationships

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ETHICAL AND LEGAL FRAMEWORK

Civil Service Administrative Instructions (2020)
Chapter 4 Under Ethics, Values and Code of conduct

128 Working relationship (1, 2 a & b)

avoid placing in direct reporting relationships

115 1-3

118 Conflict of interest **(EH 8.7 a)**

119 Declaration of assets (disclosure)

120 1-3 Giving and receiving of gifts **(EH 8.7 b)**

PSCHR Manual 10.3.6.0 Working Relationships

10.3.7 Human Resource Decisions

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NAVIGATING WORKPLACE ROMANCE PROFESSIONALLY

- Respect consent (consent is ongoing)
- Disclose the relationship
- Keep personal disagreements out of the workplace
- Maintain professional communication at work
- Maintain professional boundaries.
- Avoid PDA
- Avoid conflicts of interest.
- Anticipate changes in relationship status

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NAVIGATING WORKPLACE PROFESSIONALLY

ORGANIZATIONS

- Require disclosure where conflicts of interest may arise.
- Implement changes in reporting relationships.
- Apply disciplinary measures if the relationship affects workplace performance or violates ethical standards.

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WHEN TO SEEK SUPPORT

- Experience broken heart
- Harassment or retaliation after rejection or a breakup
- Favouritism affecting appraisal, leave or other opportunities
- Misuse of authority or confidential information

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CONCLUSION

1. Consent

Is the relationship voluntary and free from pressure?

2. Conduct

Are both parties behaving professionally?

3. Conflict of Interest

Does the relationship influence workplace decisions?

4. Consequences

Does the relationship affect team cohesion, fairness, or public trust?

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Thank you !!!

Q&A

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