

# EXECUTIVE ORDER



Subject
<b>Fraternization</b>
Number
<b>23-012</b>
Effective Date
<b>November 9, 2023</b>
Related to:
<a href="#">GO-PER-201.26 (Duties, Responsibilities, and Conduct of Members of the Department)</a>

## DISTRICT OF COLUMBIA

### I. PURPOSE

The District of Columbia and Metropolitan Police Department (MPD) holds its employees to the highest ethical and professional standards. The purpose of this executive order is to provide the department's fraternization policy that includes guidelines regarding personal relationships between MPD employees. The department acknowledges an employee's right to choose their own partner, therefore the intent of this policy is not to place undue restrictions on employees dating one another or to penalize or discipline employees based on their personal relationships, rather, the goal is to protect the well-being of MPD employees and maintain a professional working environment. The reporting obligations outlined in this executive order are intended to protect the well-being of all MPD employees, and not to be used as a mechanism to impose discipline.

### II. PROCEDURES

#### A. Prohibitions

1. Prohibitions on certain dating, romantic, or sexual relationships in the workplace exist to prevent the real or perceived appearance of impropriety, favoritism, conflict of interest due to power dynamics, control of an employee's assignment(s), and performance reviews, as well as to advance fairness for all other employees, contractors, grantees, and clients. Even consensual dating, romantic, or sexual relationships can generate allegations of favoritism, conflicts of interest, or sexual harassment by one of the parties or a third party, and relationships, or aspects of relationships, that may be perceived as consensual by one party may be considered coerced or harassing by the other party due to power dynamics.
2. Pursuant to [Mayor's Order 2023-131 \(Updated District Government Sexual Harassment Policy, Guidance, and Procedures\)](#), a dating, romantic or sexual relationship between a supervisor and any employee in the chain of command they supervise – where supervision is direct or indirect, operational or situational – is prohibited.
3. Employees shall not initiate a dating, romantic, or sexual relationship with MPD trainees, recruits, or interns, regardless of the employee's assignment in

relation to the trainee, recruit, or intern.

4. Employees shall not participate in decisions related to the hiring, individual salary, promotions, leave requests, approval of overtime, assignment of work, benefits, or performance evaluation of someone with whom they are in a dating, romantic, or sexual relationship.

B. New and Existing Relationships

1. Any existing dating, romantic, or sexual relationships between a supervisor and any employee in the chain of command they supervise – where supervision is direct or indirect, operational or situational, shall be reported to the chief people and equity officer December 8, 2023. Both employees have a duty to disclose.
2. Any new dating, romantic, or sexual relationships between a supervisor and any employee in the chain of command they supervise – where supervision is direct or indirect, operational or situational, shall be reported to the chief people and equity officer within a reasonable amount of time. Both employees have a duty to disclose.
3. Employees of a different rank involved in a dating, romantic, or sexual relationship who are not in the same chain of command shall report their relationship to guard against any allegations of impropriety and for consideration of whether additional safeguards are necessary. Both employees have a duty to disclose.
4. Employees in a dating, romantic, or sexual relationship with an employee of equivalent rank are not required to report the relationship to the chief people and equity officer; however, if one or both of the employees feel the relationship might impact their performance or disrupt the workplace, they may report the relationship to resolve any conflicts.
5. If a supervisor is in a dating, romantic, and/or sexual relationship with someone who is later transferred or applies to a position anywhere in the supervisor's chain-of-command:
  - a. Both employees shall disclose to the chief people and equity officer when the applicant/transferred employee is transferred, applies for, or is being considered for the position so that the feasibility and adequacy of any necessary reconfigurations of management lines can be considered.
  - b. The supervisor shall not participate in decisions relating to the selection for the position, the applicant/transferred employee's individual salary, promotions, leave requests, or performance.
6. Employees with contracting or grant-making responsibilities shall disclose to the chief people and equity officer any dating, romantic, or sexual relationships with owners or key personnel at entities that may contract with or receive a

grant from the department. These employees may not participate in decisions relating to the selection or administration of contracts or grants in the same subject matter area as the area in which the entity performs services.

7. The chief people and equity officer will handle these matters on a case-by-case basis, working with relevant union representatives to resolve any conflicts of interest.
8. Employees may report the termination of any previously reported dating, romantic, or sexual relationship to the chief people and equity officer.

C. Conduct

1. Employees in a dating, romantic, or sexual relationship with another employee, grantee, contractor, or customer (e.g., complainant, witness, subject) shall conduct themselves in an appropriate professional manner while on duty and shall not engage in any inappropriate behaviors that may cause other employees to feel embarrassed, awkward, or uncomfortable.
2. Employees who witness inappropriate or unprofessional conduct by or toward an employee in, or perceived to be in, a dating, romantic, or sexual relationship with another employee, grantee, contractor, or customer, or who witness other violations of this policy shall notify the chief people and equity officer for resolution. In cases where resolution is unable to be reached, the chief people and equity officer may refer the case to the Internal Affairs Division.



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Chief of Police