

Violation of the fraternization policy described in this paragraph will result in the employee of lower rank being administratively separated from County employment.

County employees who are not in managerial or supervisory roles may fraternize outside of the workplace as long as the relationships do not have a negative impact on their work or the work of others. Adverse workplace behavior—or behavior that affects the workplace that arises from fraternization will not be tolerated.

Any relationship between employees that interferes with the County’s teamwork, the harmonious work environment, or the productivity of employees, may result in discipline up to and including termination.

Other Employment

Dual Employment. No county employee shall work dual employment unless the County Administrator specifically finds it necessary for the effective management of the County.

Outside Employment. Outside employment shall in no way conflict with or be detrimental to the employee’s work for the County. Any employee currently engaged in or considering outside employment must immediately report such activity or interest to the department head in writing and may not continue or begin such employment without the consent of the department head and approval of the Administrator. The writing along with the determination of the department head and Administrator shall be placed in the employee’s personnel file. Approved requests shall be subject to periodic review.

Political Activity

No employee shall use or promise to use, directly or indirectly, any official authority or influence, whether possessed or anticipated, to secure or attempt to secure for any person an appointment or advantage in appointment to a position within the County, or an increase in pay or other advantage in employment in any such position, for the purpose of influencing a vote or political action of any person.

County employees may participate in both partisan and nonpartisan political activities other than County elections. Employees are prohibited from taking part in any political campaign or referenda while on duty. Employees may not directly or indirectly, solicit, receive or be in any manner involved in soliciting, obtaining, or receiving any monetary contribution or assistance,

financial or otherwise, for any political purpose whatsoever from any officer or employee of the County.

Employees who are paid either in full or in part by federal monies are covered under the Federal Hatch Act and the Federal Campaign Act and will be required to conform to the regulations of those acts. These acts state that such employees may engage in any legal partisan political activity with the following exceptions:

- Make on-duty financial solicitations;
- Use official authority to influence nominations or elections; or
- Be a candidate for an elective office.

Violations of this policy may be subject to disciplinary action up to and including termination.

Workplace Violence

To encourage a safe workplace and to reduce the risk of violence, all employees should review, understand and abide by all provisions of this workplace violence policy.

Prohibited Conduct. The County does not tolerate any type of workplace violence committed by or against employees. Employees are prohibited from making threats or engaging in violent activities. This list of behaviors, while not exclusive, provides examples of prohibited conduct:

- Causing physical injury to another person;
- Making threatening remarks;
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
- Intentionally damaging employer property or property of another employee;
- Possession of a weapon while on County property
 - Some obvious breaches of this policy include but are not limited to parking lots, vehicles or equipment or while on County business UNLESS the same is expressly included in the job description for the employee's position and the weapon is County-issued or approved;
- Committing acts motivated by, or related to, sexual harassment or domestic violence.