



HARFORD COUNTY SHERIFF'S OFFICE PERSONNEL POLICY

Fraternization

Distribution:	All Personnel	Policy Number: PER 0809	PER 0809
Responsible Unit:	Training Academy	Rescinds:	PER 0809 (dated 02/15/19)
Original Issued Date:	09/20/22	Revision #:	Latest Revision Date:
Required 3-Year Review Completed:	08/01/26	Next Required 3-yr Review Due:	08/31/29

1. Purpose

To provide guidance concerning relationships between deputy recruits and Harford County Sheriff's Office (HCSO) employees.

2. Policy

Deputy recruits and HCSO employees will refrain from inappropriate relationships.

3. Definitions

FRATERNIZATION: includes, but is not limited to intimate relationships; communication via social networking; or socializing outside of the work setting while on or off duty.

INTIMATE RELATIONSHIP: any personal display of intimate affection or sexual contact of any kind or contact that is not related to official HCSO business.

4. Procedures

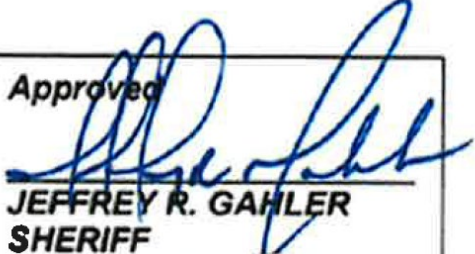
- A. The HCSO has a zero tolerance policy for sexual harassment in any form as outlined in policy [PER 0301](#) Sexual Harassment/ Workplace Harassment / Discrimination.
- B. Fraternalization
 1. Deputy recruits will refrain from fraternizing with other members of the HCSO unless it pertains to official HCSO business.
 2. Any violation of this policy will be immediately brought to the attention of the appropriate Training Coordinator.

C. Pre-existing and Familial Relationships

1. Familial and pre-existing relationships and pre-existing relationships between sworn employees and recruits are exempt from this policy; however, the existence of the relationship must be brought to the attention of the Training Director in writing prior to the start of an entrance level academy class.

5. Summary of Changes

- A. On 08/01/26 the Agency 3-year review was conducted, and no changes were made.

Approved

JEFFREY R. GAHLER
SHERIFF
DATE 9/20/22