



City of Coral Gables
CITY COMMISSION MEETING
June 10, 2025

ITEM TITLE:

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF CORAL GABLES, FLORIDA DIRECTING THE HUMAN RESOURCES DIRECTOR TO INCLUDE IN THE PERSONNEL RULES A POLICY ADDRESSING WORKPLACE RELATIONSHIPS BETWEEN SUPERVISORS AND DIRECT SUBORDINATES (Sponsored by Commissioner Castro)

BRIEF HISTORY:

The proposed resolution directs the Human Resources Director to include in the personnel rules a policy that addresses certain workplace relationships between supervisors and direct subordinates. Specifically, the proposed resolution provides that the personnel rules should prohibit romantic or intimate relationships between a supervisor and a direct subordinate. The personnel rules should further provide that in the event that such a relationship does occur, it must be promptly disclosed and approved by Human Resources to manage any potential legal or ethical issues proactively. For purposes of this policy, a "romantic or intimate relationship" shall be defined as "any relationship between a supervisor and a direct subordinate that involves dating, sexual activity, or an ongoing personal connection characterized by physical affection, romantic gestures, or expectations of exclusivity. This includes, but is not limited to, relationships involving sexual contact, frequent personal communication, or visits beyond professional boundaries, or any other conduct that a reasonable person would view as romantic or intimate in nature."

ATTACHMENT(S): Resolution, Application Form

FINANCIAL INFORMATION:

No.	Amount	Account No.	Source of Funds
1.			
Total:			
Fiscal Impact: n/a			

BUSINESS IMPACT:

N/A