

CITY OF CORAL GABLES, FLORIDA

RESOLUTION 2025-

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

WHEREAS, the City Commission is committed to ensuring a professional working environment; and

WHEREAS, the City Commission finds that a policy that limits romantic or intimate personal relationships between supervisors and direct subordinates would safeguard the professional integrity of the City's workplace by avoiding conflicts of interests and scenarios that may influence professional judgment.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF THE CITY OF CORAL GABLES:

SECTION 1. That the foregoing "Whereas" clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Resolution upon adoption hereof.

SECTION 2. That the City Commission directs the Human Resources Director to includes in the personnel rules a policy that addresses certain workplace relationships between supervisors and direct subordinates. Specifically, 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."

SECTION 3. That this Resolution shall become effective upon the date of its passage and adoption herein.

PASSED AND ADOPTED THIS ____ day of June, A.D., 2025.

(Moved:)

(Yeas:

(Majority : Vote:)

APPROVED:

VINCE LAGO
MAYOR

ATTEST:

BILLY Y. URQUIA
CITY CLERK

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

CRISTINA M. SUÁREZ
CITY ATTORNEY