



# Personal Relationships Policy

**STATUS:** Approved by HR committee

**AUTHORS:** Kristin

**DATE:** December 2023

**WHY:** Skate Like a Girl recognizes the importance of fostering a positive and inclusive work environment that values the personal connections and relationships formed among our staff members and volunteers (Team Members). We acknowledge that team members may already have or develop personal relationships with team members, participants and community partners. While we support such connections, it is essential to maintain professionalism and mitigate any potential conflicts of interest within the organization. It is important to us that our team members create healthy communities, ensuring that all participants, old and new, feel welcomed and included at Skate Like a Girl.

This Personal Relationships Policy is designed to establish guidelines so that personal relationships do not adversely affect the work environment, compromise the organization's integrity, or create conflicts of interest.

## Policy Guidelines:

**Definition:** Personal relationships include but are not limited to dating, marriage, close friendship, roommates, or financial relationships such as sharing a car/carpool with another staff member, volunteer, participant and/or community partner.

**Disclosure to Supervisor:** Team members who become involved in any personal relationships are required to promptly disclose such relationships to their immediate supervisor in writing.

**Relationship:** Team members who are in a personal relationship shall not have a direct supervisor/supervisee relationship with each other. In such cases, arrangements shall be made to reassign one of the individuals involved to a different supervisor at the earliest possible

### MISSION

To create an inclusive community by promoting confidence, leadership, and social justice through the sport of skateboarding.

### VISION

Empower young people, especially young women, to grow into strong, confident leaders who promote and implement social equity.

### VALUES

We value experiential learning and civic participation, by providing opportunities to be involved in the skateboarding community.



opportunity. We acknowledge that relationships evolve over time, and Skate Like a Girl will do everything possible to take swift action as information transpires.

**Site Placement:** Depending on the specific needs and requirements of the Skate Like a Girl chapter, program, or site, staff members in personal relationships may or may not be allowed to work together at the same location. Decisions regarding site placement will be made by the local Director or other designated management personnel.

**Professionalism:** Team members involved in personal relationships must maintain professionalism at all times while at the workplace. The organization expects all team members to conduct themselves in a respectful and appropriate manner, ensuring that personal relationships do not interfere with their job responsibilities or create a hostile or uncomfortable work environment for others.

**Conflict Resolution:** In the event that conflicts or issues arise as a result of personal relationships between team members, Skate Like a Girl may engage in a conflict resolution process to address and do everything possible to resolve any concerns. Employees should reach out to their immediate supervisor or Human Resources Committee member to initiate this process. As leaders in the community, we encourage team members to handle their interpersonal issues outside of working hours.

**Non-Retaliation:** Skate Like a Girl strictly prohibits any form of retaliation against team members who report concerns related to this policy or participate in the conflict resolution process. Retaliation against any employee who discloses a personal relationship or raises concerns will be dealt with seriously and may result in disciplinary action.

**Review and Updates:** This policy may be reviewed and updated periodically to ensure its effectiveness and relevance. Any changes to this policy will be communicated to all team members.

By adhering to this Personal Relationships Policy, Skate Like a Girl aims to create a work environment that is inclusive, respectful, and conducive to the well-being and productivity of all staff members while recognizing and respecting their personal relationships.

**MISSION**

To create an inclusive community by promoting confidence, leadership, and social justice through the sport of skateboarding.

**VISION**

Empower young people, especially young women, to grow into strong, confident leaders who promote and implement social equity.

**VALUES**

We value experiential learning and civic participation, by providing opportunities to be involved in the skateboarding community.