

A Dangerous Dalliance: Managing Workplace Romances

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ABSTRACT

The legal and managerial implications of the increasingly prevalent workplace romances have been growing. As the occurrence of these romances surge business need to proactive, rather than reactive, when dealing with these situations. Further, while office romances have increased, so too have claims of sexual harassment by fellow employees and often clients. While the managerial and legal consequences continue to develop businesses need to directly address these issues. Businesses need to be aware of the potential pitfalls of office romances, especially when they fail and lead to sexual harassment charges. Businesses need to be preemptive in their policies and training to avoid potential costly lawsuits and the loss of key employees or clients. The authors follow this review with suggestions for employers to effectively manage a workplace romances.

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