

SHERIFF OF GARFIELD COUNTY

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GARFIELD COUNTY SHERIFF'S OFFICE POLICY / PROCEDURE GENERAL

SUBJECT: INTRA-AGENCY RELATIONSHIPS

EFFECTIVE DATE: January 01, 2024

POLICY:

The Garfield County Sheriff's Office encourages camaraderie and friendship among its members. However, when the formation of relationships between employees threatens the efficient operation of the Office, it is the Sheriff's Office Policy to regulate such behavior to provide for the efficient administration of the Office.

PURPOSE:

To establish guidelines regulating relationships between employees.

DEFINITIONS:

- **Intimate relationship:** Any relationship between two people that is greater than a platonic relationship.
- **Platonic:** A relationship between two persons without sexual desire.
- **Business relationship:** A business type relationship, i.e., employees in a business venture, employee's lending money, etc.

METHOD:

All members of the Garfield County Sheriff's Office have the right to private and personal relationships, which shall remain confidential until such time as the conduct of this relationship causes disruption of their performance of essential duties. When it is determined that these relationships involving employees have created an appearance of impropriety or discredit to the Sheriff's Office, the supervisor(s) of the individuals involved shall give appropriate commands to the implicated members to alleviate the situation. Failure to obey any reasonable command in connection with such behavior will be considered insubordination and dealt with in conformance with standard corrective/disciplinary process.

Adverse impact on organizational interest caused by intra-agency relationships shall include, but not be limited to, instances when:

- Fellow employees voice objection to the relationship on the basis that it creates a hostile, intimidating, or uncomfortable working environment.
- Difficulties concerning scheduling and the ability to exercise command judgment over other members may be brought into question.
- Appearance of impropriety or favoritism in the area of duty assignments or promotional opportunities.
- Potential of sexual coercion or perceived sexual harassment at the workplace.