Is it time for your law office to draft a “love contract”?

BY SANDIE EGGERS, SR. MARKETER, PRACTICAL LAW
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For many, February is a time to celebrate romantic love, with Valentine’s Day occurring right in the middle of the month. On a more serious note, for the past several months there has been a steady flow of news about sexual harassment in the workplace.

With such heightened awareness, have you recently reviewed your practice’s employee relationship/sexual harassment policies and documents? One such document to consider is a “love contract”.

What is a “love contract”?
A love contract is a signed agreement between the two parties in a relationship who agree that their relationship is consensual and does not involve any sexual harassment. Love contracts can help mitigate potential workplace romance hazards, such as favoritism and hostile work environment claims and sexual harassment and retaliation lawsuits.

Do you need a love contract?
When a business becomes aware of a consensual relationship between employees, a love contract can be an effective way to mitigate the potential negative consequences, reducing corporate liability.

In the contract, the couple confirms that their relationship is entirely consensual and free from coercion, intimidation and harassment. Signing the agreement also affirms that they acknowledge the employer’s anti-harassment policies and rules.

Romance in the workplace checklist
✓ Interview each employee separately
✓ Record the conversations
✓ Confirm that the relationship is entirely consensual
✓ Explain each portion of the agreement to both parties
✓ Ask each employee to review and sign the agreement

For more help
For more help with drafting a love contract or other documents, rely on Practical Law. Begin exploring how Practical Law can help your practice by requesting your free trial today.