

WORKPLACE LOVE AGREEMENT

Location: _____ Parties: _____

Employee Information:

Full Name: _____

Job Title: _____

Department: _____

Contact Information: _____

Supervisor Information:

Full Name: _____

Job Title: _____

Department: _____

Contact Information: _____

Clause 1 – Purpose

This Agreement sets forth the terms and conditions under which the Employee and Supervisor acknowledge and agree to maintain a consensual romantic relationship while employed at the Company, with a mutual understanding of professional conduct and workplace boundaries.

Clause 2 – Disclosure and Consent

Both parties declare that this relationship is entered into voluntarily and acknowledge the importance of disclosing such relationship to Human Resources to ensure transparency and compliance with Company policy and federal and state laws.

Clause 3 – Professional Conduct

The parties agree to maintain professionalism in the workplace at all times, refraining from public displays of affection, favoritism, or any behavior that may disrupt workplace harmony or productivity.

Clause 4 – Non-Discrimination and Harassment

The parties affirm that their relationship does not affect the rights of other employees and agree to respect all anti-discrimination and anti-harassment policies as enforced by the Company and applicable law.

Clause 5 – Conflict of Interest and Supervision

If either party has supervisory authority over the other, they agree to comply with Company policies addressing conflicts of interest, including possible reassignment or adjustment of reporting structures to avoid bias or undue influence.

Clause 6 – Privacy and Confidentiality

Both parties agree to respect each other's privacy and maintain confidentiality concerning the relationship, except as required by Company investigation or legal obligation.

Clause 7 – Termination of Relationship

Should the relationship end, both parties commit to continuing professional and respectful interactions in the workplace, and to notify Human Resources if any issues arise.

Clause 8 – No Waiver of Rights

This Agreement does not waive or diminish any legal rights or protections afforded to either party under federal, state, or local law, nor does it restrict either party’s right to report unlawful conduct or seek redress.

Clause 9 – Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the United States and the applicable state jurisdiction where the Company operates.

Clause 10 – Entire Agreement

This Agreement constitutes the entire understanding between the parties regarding the subject matter herein and supersedes all prior agreements, whether oral or written.

Clause 11 – Amendment and Waiver

No amendment or waiver of any provision of this Agreement shall be effective unless in writing and signed by both parties.

Clause 12 – Severability

If any provision of this Agreement is found to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

Clause 13 – Dispute Resolution

Any dispute arising out of or relating to this Agreement shall be resolved first through good faith negotiation between the parties, and if unresolved, through mediation or binding arbitration in accordance with the rules of the American Arbitration Association.

Clause 14 – No Employment Contract

Nothing herein shall be construed as creating an employment contract or altering the at-will employment status of the Employee.

Clause 15 – Signatures

The parties have read, understood, and voluntarily accept the terms of this Workplace Love Agreement, and signify their acceptance by their signatures below.

EMPLOYEE'S SIGNATURE

SUPERVISOR'S SIGNATURE

Signature: _____

Signature: _____

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