



Romance in the Workplace



Romance in the workplace is happening, but is it allowed? A new study reveals a need for clarity surrounding office relationship policies



One-third of working Canadians are now or have been romantically involved with a coworker

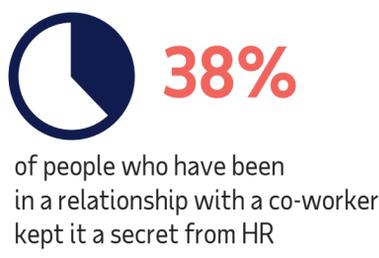


One-in-ten have been in a relationship with a colleague holding a senior position at the same company



Nearly half of Canadians keep their workplace relationship a secret

Despite workplace romances being quite common across Canada, many employees are still hiding them



The majority of employees did not have an issue with their fellow employees dating

A large percentage also claimed they are open to or do not care if fellow employees were/are in relationships, even though many were unsure of their workplaces policies



A combined total of **83%** of employees are open to or don't care about relationships at work



65% – of Quebec respondents reported there was no policy at their company

Those in Quebec are significantly more likely to have met a current or past spouse in the workplace (19% vs. 11% overall)



13% – of Quebec employees are still with the spouse they met at work



HR policies protect employees

Some employees admitted to feeling pressured into a workplace relationship to be considered for favourable projects, in order to progress forward in the career, to keep in good standing with the company or to keep their current role



HR policies should not exist to control employees, but protect them



19% of those who have been a relationship with someone at work, say they felt pressure to be part of a romantic relationship at work



49% of participants claim their company does not have a formal policy that addresses workplace relationships

Canadian organizations need to step up

MAKE POLICIES CLEAR

All Canadian workplaces have a responsibility to effectively communicate their policies on workplace relationships



A CALL FOR ACTION/SUPPORT

Organizations must offer employees support and resources if a difficult situation arises



COMMUNICATE WITH EMPLOYEES

Employees need to know who to speak to when feeling uncomfortable, that judgement will be withheld, and senior employees will not be favoured

