

'LOVE CONTACTS' HANDLING OFFICE ROMANCE

News

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Chris Mills was quoted on *New Jersey 101.5* on October 13, 2014. The article "'Love Contacts' Handling Office Romance" discussed how instead of forbidding office romances altogether, more employers have been instituting so-called love contracts so that relationships can continue without potential harm to the company.

Chris stated, "One person's romance today, entirely consensual, is next week's sexual harassment claim."

Chris has assisted employers in drafting the special contracts that address office romance. With their signatures, the parties acknowledge they're in a relationship and no one has been coerced, especially if the situation involves a boss and subordinate.

"But at the same time, you want to do what you can to insulate the company from a claim later," Chris added.

Chris noted a flat-out no dating policy hardly ever works for companies.

"Employees find a way," he said. "Don't put out policies that you know won't be or can't be enforced."

To read the full article, please visit [New Jersey 101.5](#).