

How Should Employers Handle Controversy Over Office Romances?

Friday, December 23, 2022

Aaron Holt was quoted in *Zenefits* discussing how an office romance could cause problems for a company. Aaron explained how power imbalances in office romances can lead to lawsuits. “Specifically, one person may claim he/she was pressured into the relationship by the other, which is especially problematic if either person has any supervisory authority or responsibility over the other,” he said. “There are also post-relationship concerns; what will the work environment and tension in the office be like after the relationship ends? Ideally, both parties would move on with their lives, but there are no guarantees.” Aaron added that employers must decide what kind of policy is best for their workplace and their tolerance for risk.

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