

Executive Summary

Graham Jump
Consultant

Cole M. Caven
Consultant

Vishal Sharma
Consultant

Jaxson Koebel Secky
Consultant

Fruitland Enterprises
421 N Woodland Boulevard
DeLand, Florida

To CEO Shannon Jones and Senior Executive Staff,

At Top Hat Consulting, we recognize that workplace romance between all employees and staff has become a crucial issue that requires careful attention in today's rapidly evolving corporate landscape. The COVID-19 pandemic has significantly altered workplace dynamics, leading to a more virtual environment and a noticeable rise in workplace romance. This increase has impacted companies across industries, contributing to increased legal liability and decreased employee productivity.

After hearing concerns from companies across many industries, our associates have analyzed several factors which may affect overall company performance. Our client, Fruitland Enterprises, has worked tirelessly to recover from the headwinds they faced due to the slowdown in the overall economy. Despite their efforts, they have encountered difficulties in attaining forecasted rates of organic growth. Our research, based on monthly surveys, suggests that having reduced employee productivity may be linked to an increase in workplace relationships. To combat these issues, we have developed a recommendation for enforcing a specific and comprehensive policy that strikes a balance between promoting a productive work environment and fostering a positive atmosphere for employees.

Our proposed policy recognizes that workplace romance is a natural occurrence but can have negative consequences if not properly managed. Romance in the workplace can create several negative consequences for a private company, including decreased productivity, conflicts of interest, and potential legal liability for sexual harassment or discrimination. This can also create a hostile work environment, lower employee morale, and harm the company's reputation. Therefore, our policy prohibits relationships between executive management and any employee or partner. We believe that romantic relationships between employees and their superiors can develop significant problems, and we advise employees to avoid such relationships. However, if such a relationship does occur, we require full disclosure and reserve the right to take appropriate action to ensure a fair and professional work environment for all employees. We encourage employees to exercise sound judgment and maintain a professional demeanor while at work to ensure a productive and respectful work environment. We ask employees to inform management of relationships with other employees to mitigate any risk that may arise from potential situations such as a promotion that could lead to conflicts of interest.

Our recommendations aim to ensure an ethical outcome for all stakeholders that allows Fruitland Enterprises to provide a work environment that values transparency, respect, and professionalism.