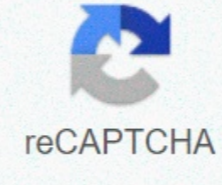




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Law office policy

Workplace relations may not seem to be a pressing issue. Sure, office romances have been known to show up and sometimes even cause problems, but it's not so widespread a phenomenon, is it? That may not be the case, according to a survey conducted by Vault.com, which found 58 percent of employees surveyed have engaged in office romances. And as workers get older, the likelihood of participating in such a workplace relationship increases: 72 percent of workers aged 50 and older reported having at least one romantic workplace relationship during their career. Given how common office novels are, it is important to have a clearly established corporate policy that is communicated to employees explicitly. When 40 percent of office romances became serious, long-term relationships or even marriages, they have the potential to influence the work of not only people in the relationship but also their co-workers. Workplace relationships don't have to be negative for productivity or workplace culture, but they need to be handled properly to avoid problems. The risks associated with workplace romancesOffice romances carry all the potential risks and rewards of typical relationships, except with an extra layer of risk. Close mix professional and personal in such an intense way can be a recipe for disaster. In addition to creating an atmosphere often full of gossip and rumors, which interfere with a professional culture, . Although these conflicts stem from a personal relationship, they can affect a business as well, putting office romances entirely in the scope of management's jurisdiction. Workplace romances can negatively affect employee morale and productivity by distracting the romantic partners and their co-workers, said Dana Chang Dikas, an attorney with work and employment law firm Fisher Phillips. They can also lead to conflicts and allegations of different treatment or sexual harassment. In most cases, managers and employees can mitigate the potential negative relationships between workplace relations with a well-established set of policies that are clearly communicated to employees. For employers, managing office romances is all about reducing potential damage, and there are several steps they can take toward this end. The negatives can be handled by employers to address workplace relationships head-on, Dikas said. Blanket 'no fraternizing' policy does not work. Employers must communicate their behaviour and behavioural expectations to employees and take proactive measures to avoid potential liability. Establishing a workplace relationship policyThe first step towards dealing with potential office romances is to establish a set of policies and procedures. Having a plan in place and a process hammered out for Romantic partners to follow when their office romance begins can help prepare management for any problems problems cover your company's bases to the maximum extent possible. Workplace relationship policies should require employees to comply with the company's policy against harassment and its reporting mandate, Dikas said. Policies also can (and in most cases should) prohibit relationships between supervisors and subordinates, which can fertile ground for allegations of sexual harassment or favoritism, the divulgen of confidential corporate information, gossip and other workplace disorders. These are some common policies regarding workplace relationships: Mandatory disclosure of relationship with hr department A ban on relationships between superiors and subordinates Signing of love contract agreements and recognition of the company's anti-sexual harassment policies A ban on public displays of affection in the workplace While a strong set of policies is important, it is important that they are clearly explained to employees rather than just buried in the handbook. According to the survey, 41 percent of employees surveyed Vault.com did not know the company's official position on workplace relations. Just because you write it doesn't mean they'll read it. Having well-developed policies is important, but it's equally important that policies are passed on to employees and that managers are thoroughly trained in how to handle complaints of sexual harassment, Dikas said. [See our related story to better understand how to conduct sexual harassment training in your workplace.] A policy is not a panacea for office romance problemsDetailsser ar a solid workplace relationship policy and make sure that your employees understand that it is a good start, but it will not solve all the problems associated with office romances. Survey results show that even with the best policies in place, office romances can be a difficult thing to deal with. Disclosure alone does not helpWhile disclosure of a workplace relationship is often a mandatory part of corporate policy, it tends not to be very effective at preventing office romances or controlling the fallout from a relationship gone wrong. According to BambooHR, 75 percent of staff said so-called love contracts do not help prevent negative outcomes. Employees see office romances as a private issueMerover, many employees see a workplace relationship as a purely personal issue. Seventy-five per cent of respondents to the survey engaged in an office romance believed that the relationship did not affect anyone but themselves and the other participant. Maybe that's why 64 percent decided to keep their relationship a secret. In fact, only 16 percent of employees surveyed ever told their managers or employers about the relationship. In love and loss, there are no regretsThere are some things a policy simply cannot control, and questions about the heart seem to be foremost among Despite the risks associated with office romances, 72 percent of employees surveyed by Vault.com who engaged in an office romance said they would do it again – no matter what workplace policies have to say about it. Protect your business by mitigating negative results of office novelsOffice relationships invite susaving problems. Whether it's distracted employees, feelings of resentment or highly visible arguments disrupting productivity, protecting your business from a heated romance gone awry must be your number one priority when planning to deal with them. Banning office relations directly is not realistic, as statistics show, so hoping for the best while being prepared for the worst is the next best thing. Employers may consider including training modules on how to handle romantic relationships between employees and should thoroughly investigate all allegations and promptly take appropriate action, Dikas said. Following these steps can help reduce a company's potential liability if an employee decides to file a sexual harassment lawsuit. That's not to say that all office romances go south. After all, 22 percent of married couples in the United States met first at work. When it comes to an attraction as strong as love (or desire), there is little employers can do to prevent employees from exploring these feelings in their own time. Inevitably, these relationships can affect the workplace for better or for better, but preparing for the worst while hoping for the best is always a wise approach. In this section: Centre for Drug Evaluation and Research | CDER Who We Are:The Office of Medical Policy (OMP) leads the development, coordination and implementation of medical policy programs and strategic initiatives. OMP works with other CDER program areas, FDA centers, and stakeholders to improve policies to improve drug development and regulatory review processes. OMP consists of the Office of Medical Policy Initiatives and the Office of Prescription Drug Promotion.What We Do: Provide Center oversight and leadership in the development of medical policies, procedures and policy initiatives related to drug development, drug approval, bioreserach monitoring, protection of human objects, post market surveillance processes, and science and efficacy clinical trials. Provide scientific and regulatory leadership to ensure accurate and effective communication of medical information to healthcare professionals and patients in accordance with applicable regulations. Promote a multidisciplinary approach to medical policy development, implementation and coordination through cooperation with other disciplines, program areas, FDA Centers, and stakeholders in a way that improves the integration of evolving science and policies in drug development; review, and post market surveillance processes. Provide guidance and policy regarding the marketing of prescription drugs and review prescription drug advertising and advertising labeling to ensure that the information contained in the material is not false or misleading. Office Organization:Contact us:Email: CDEROMP@fda.hhs.gov | Phone: 301-796-2500 | Fax: 301-847-3529Office of Medical Policy, 10903 New Hampshire Avenue, Building 51, Silver Spring, MD 20993 Back to Top Who We Are: The Office of Regulatory Policy (ORP) provides oversight and leadership to the Center in the development of policies and procedures related to the regulation of human drugs. Consisting of five divisions, ORP is responsible for managing the development of new rules and policies under the Federal Food, Drug, and Cosmetic Act and other applicable agencies. What we do: Initiate, develop and review regulations, guidance and other documents related to the regulation of human drugs. Lead the work on resolving issues mentioned in petitions from citizens and in the development of detailed responses to these petitions. Advise and assist on the scope, applicability and meaning of the Food, Pharmaceuticals and Cosmetics Act and other applicable laws, regulations and policies; and assist in the drafting of new legislative proposals. provide overall policy orientation, coordination and approval of all requests for information that raise questions about the appropriateness of disclosure; Target the design, development, and implementation of information information policies throughout the CDER to ensure compliance with the Freedom of Information Act, Privacy Act, and other statutes, and fda disclosure rules. Office Organization: Office of Regulatory Policy - Immediate Office Regulatory Policy Division Of the Regulatory Policy Division II Department of Regulatory Policy III Department of Regulatory Policy IV Department of Drug Information Disclosure Policy Contact us: Phone: 301-796-3600 Office of Regulatory Policy, Instant Office – Room 6269, 10903 New Hampshire Avenue, Silver Spring, MD 20993 Summer 2021 Legal Practice Opportunity: The U.S. Food and Drug Administration (FDA), Center for Drug Evaluation and Research (CDER), Office of Regulatory Policy (ORP), has unpaid internships available to law students in the summer of 2021. The ORP provides oversight and leadership in the development of policies and procedures related to the regulation of human drugs and directs efforts to resolve issues raised in citizens' petitions submitted to the CDER and to develop detailed responses to these petitions. You will work closely with ORP and other CDER staff on projects involving the Federal Food, Drug, and Cosmetic Act (FD&C Act) and other applicable laws, regulations and policies. The work will include legal research, writing, and related tasks. Since ORP that a variety of complex health policies and drug law issues, this practice offers a challenging work and the opportunity to participate in important projects that affect osh issues of major public interest. To be eligible for internships, a candidate must be in good academic position and be available to work about 30-40 hours per week. A successful candidate will possess strong legal research and writing skills and the ability to effectively communicate in a team-oriented environment. We evaluate candidates based on a variety of factors, including familiarity with the principles of the FD&C Act and administrative law, professional and volunteer experiences, and interest in health law and health policy. To apply for the internship, send a cover letter, CV and printing to: CDER-ORP-DRPI-InternProgram@fda.hhs.gov. To be eligible for a summer 2021 service, applications must be ORP was added no later than 11:59 PM EST on Monday, February 1, 2021. If you have any questions, please feel free to contact us at CDER-ORP-DRPI-InternProgram@fda.hhs.gov or call Daniel Ritterbeck (301-796-4673) or Aaron Young (301-796-8083).

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