

Hearts, hierarchies and HR: Managing love at work

Workplace romances are nothing new – plenty of couples have found love by the coffee machine. But whilst sparks fly at the office, it requires care, as workplace policies and professional boundaries help to keep things fair and respectful for everyone.

With 60% of adults having experienced workplace romance and 1 in 5 people in long-term relationships with someone they met at work, there's no surprise it's something for HR to keep an eye on.

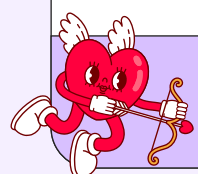
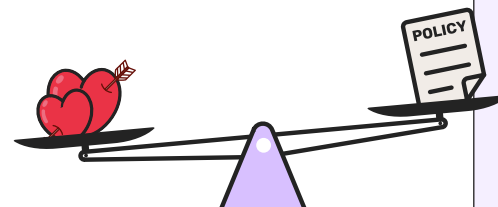
You can keep office romances professional this Valentine's with [Breathe's document management tool](#). Easily share policies, track readers, send reminders, and keep sensitive files secure – helping HR maintain workplace love and professionalism.

Why does HR care?

Protecting the company from legal risks: HR helps prevent issues like harassment, discrimination, or favouritism to protect the company's reputation and resources.

Ensuring fairness and preventing favouritism: Managing workplace romances openly ensures everyone has equal opportunities and prevents feelings of bias or unfairness.

Maintaining a comfortable work environment: HR creates a workplace where personal relationships don't disrupt teamwork or make others uncomfortable.



Cupid's advice: By addressing these priorities, HR ensures the workplace stays fair, safe, and productive for everyone.

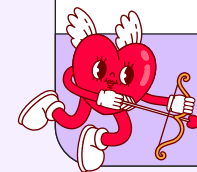
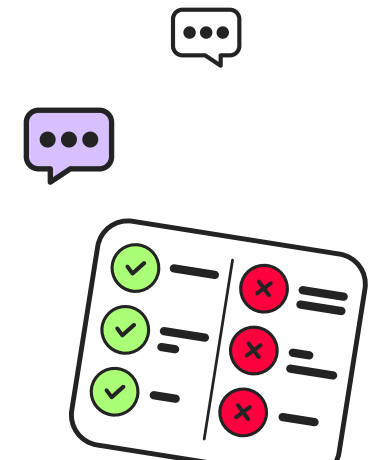
Challenges: When love gets messy

Power dynamics: Supervisor-subordinate relationships can make others feel there's unfair treatment or pressure.

Gossip: Rumours can harm trust and teamwork, reducing productivity and morale.

Breakups: Personal disputes can affect how well the team works together and performs.

Harassment risks: Misunderstandings or disputes may escalate into legal issues, damaging reputations.



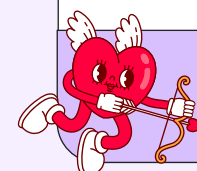
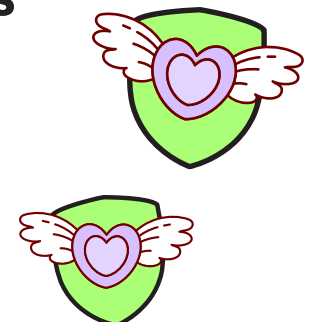
Cupid's advice: Addressing these challenges early ensures a healthier, more productive workplace.

How HR can support healthy boundaries

Establishing clear policies: Clear rules about workplace relationships help avoid confusion and protect everyone.

Fostering trust and confidentiality: Encourage employees to speak up about concerns without worrying about being judged or exposed.

Providing resources for managing conflicts: Give teams the tools to handle disagreements and keep things professional.

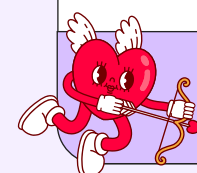
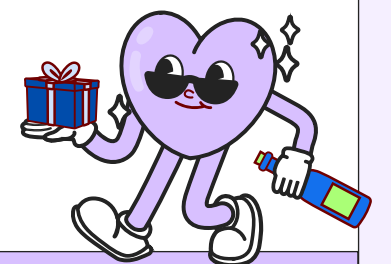


Cupid's advice: Proactive HR actions help reduce workplace issues and create a respectful culture.

Love at work - handle with care

Celebrate love but respect workplace boundaries: Personal relationships are meaningful but shouldn't impact the professional environment.

HR policies protect everyone: By setting clear boundaries, companies ensure a fair and safe workspace for all employees.



Cupid's advice: When workplace romance is approached thoughtfully, it enhances employee wellbeing and minimises risks.