

WeirFoulds Partners Daniel Wong and Seth Holland comment on how employers can manage workplace relationships in *Benefits Canada*

July 24, 2025

Partner Daniel Wong, Chair of WeirFoulds' Employment and Labour Practice Group, and Partner Seth Holland were quoted in an article in [*Benefits Canada*](#) on July 22, 2025.

In response to a viral video originating from the "kiss cam" at a concert, in which a technology company's chief executive officer and chief people officer were seen together, many employers and employees are giving fresh consideration to the ramifications of workplace relationships and how they should be managed.

In the case of the CEO and CPO, both individuals were placed on administrative leave by their organization, with the CEO later resigning. A significant factor in the controversy, and an important consideration for any employer navigating a workplace relationship, is the power imbalance involved in relationships between a manager and a subordinate. Daniel commented that this can create significant legal risk for the employer in the event of a relationship breakdown, as one party could make allegations of sexual harassment or constructive dismissal.

Seth clarified that employers in Canada are legally allowed to require disclosure of workplace relationships through anti-nepotism and conflict-of-interest policies, and stated that "a clear policy should define what relationships are covered, when disclosure is required and what steps the employer may take – such as changing reporting relationships or reassigning work."

Daniel and Seth each regularly advise employers on emerging and business critical workplace issues, including employee misconduct, harassment complaints and investigations, employee termination and discipline and employee policies and procedures, and represent employers before the courts and various administrative tribunals.

To learn more about Daniel Wong or Seth Holland, please visit their respective profile pages.

To learn more about WeirFoulds' Employment & Labour Practice Group, [click here](#).

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