
estimated that over 65 million Americans have an incurable sexually transmitted disease. Fifteen million Americans become infected with one or more sexually transmitted diseases each year, half of whom contract lifelong infections. In 1994 the costs of treating the major sexually transmitted diseases was estimated at \$17 billion

- Condoms provide no protection against the most common, incurable sexually transmitted diseases, herpes, and human papilloma virus, which may have no symptoms. Condoms also have a significant failure rate for pregnancy and other sexually transmitted diseases. The only truly safe sex is in a monogamous, lifelong marriage
- Sexual promiscuity before marriage may have an impact on the marriage itself. The more sexual partners a person has prior to marriage, the more likely he or she is to be unfaithful

Limit employee benefits to employees, their spouses and dependent children

- Offering benefits to unmarried couples encourages employees to cohabit rather than marry, communicates that employers consider cohabitation as equal to marriage, undermines the message that marriage is the most socially responsible context for raising children, and increases the likelihood of single motherhood

Offer employee assistance programs that support healthy marriages

- Pre-marital counseling/education
- Marriage seminars
- Marital counseling
- Crisis counseling
- Interpersonal communication training
- Financial/budget training—live within means

Offer incentives for pre-marital counseling

- One incentive would be to pay employees for their time invested in counseling

Give increasingly valuable awards for wedding anniversaries of 5, 10, 15 years, etc.

- 5 years: dinner at a 5-star restaurant
- 10 years: dinner at a 5-star restaurant and one night at a 5-star hotel
- 15 years: all-expense paid weekend at a 5-star hotel/resort within driving distance
- 20 years: all-expense paid weekend at U.S. resort of choice
- 25, 30 years, etc.: all-expense paid week at resort of choice (limit of X dollars)

For further information visit our web site at www.corporateresourcecouncil.org, or contact us at (480) 444-0030.



HOW TO PROMOTE HEALTHY MARRIAGES

*Through Company Policies,
Employee Benefits and Employee
Assistance Programs*

Establish a company policy to support healthy marriages and morality

- Social science research shows that marriage is an important social good that benefits employers, employees and their children. Most people value a happy marriage above satisfying work, large salaries or even good health. Divorce disrupts workplace productivity and is harmful to the people who experience divorce, and to their children. Most divorces involve marital infidelity, much of which arises from workplace affairs
- Research shows that people can learn the skills necessary to build and maintain good marriages. Even most bad marriages can become good if couples are willing to persevere. Policies prohibiting a sexually charged workplace can have a significant impact on reducing opportunities for marital infidelity and other sexual relationships
- Employers should promote healthy marriages and sexual morality through company policies, employee benefits and employee assistance programs

Establish travel policies that support healthy marriages and morality

- Prohibit the use of hotel rooms or other secluded places for business meetings
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between 2 member of the opposite sex only. To the extent possible, prohibit business travel that involves 2 members of the opposite sex only

- As possible, allow employees who have been traveling for an extended period to take a day off upon their return to be with their families
- Permit an employee's spouse to travel with him or her, at company expense, when the cost savings of a Saturday night stay exceeds the cost of the spouse's travel

Establish a policy of terminating any employee involved in sexual relations with another employee or in adultery

- Sexual affairs among co-workers lead to marital strife, decreased productivity, complaints of favoritism and even lawsuits over sexual harassment. Employers spend millions of dollars defending or settling sexual harassment claims each year. In addition, most divorces involve marital infidelity. As many as 46 percent of married women and 62 percent of married men meet their affair partners at work
 - Employers benefit substantially from avoiding litigation as well as from any reduction in the incidence of divorce and marital strife among its employees. Therefore, employers should discourage sexual relationships among co-workers, as well as any adulterous relationship. Company policy should prohibit any sexual behavior in the workplace, including but not limited to
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physical touching, off-color jokes, sexual innuendos or erotic pictures, and should discipline offenders. Sexual relationships among co-workers and adultery should be grounds for immediate termination

Include marriage education in new employee orientation and annual training

- Proven pre-marital education programs significantly reduce divorce rates. Five years after going through a Prevention and Relationship Enhancement Program (PREP), only 3% of the couples had divorced; only 3.1% of couples who went through a Marriage Savers program over a 10-year period have divorced. Numerous marriage counseling and crisis intervention programs likewise reduce divorce
- The pamphlet, *Why Marriage Matters*, provides 21 conclusions from current social science research, including information about domestic violence, domestic partnerships, marriage and divorce

Include information about sexual promiscuity and STD's in new employee orientation and annual training

- Multiple sex partners bring a significant likelihood of contracting an incurable sexually transmitted disease. As of 1999, the CDC
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