

*Webinar on*

# **HR's Office Holiday Party Guide: How To Avoid Common Legal Liability And Safety Issues For A Positive Workplace Event**

# Areas Covered

*Avoiding Wage and Hour Claims Related to Holiday Parties*

*Ensuring Sexual Harassment Doesn't Happen*

*Religious, Racial, and National Origin Discrimination Issues*

*Monitoring Staff Behavior - Legal Best Practices*

*Employer Responsibility for Third Party Injuries Related to Holiday Parties*

*Legal Best Practices for Holiday Party Planning*

*Investigating Claims of Misconduct - Do's and Don'ts*



This webinar, include a time when employers could find themselves in a legal mess related to pay, harassment, discrimination, and other legal issues potentially.

**PRESENTED BY:**

*Stuart Silverman has been practicing law for almost 30 years and is the principal of the Law Offices of Stuart M. Silverman, P.A., located in Boca Raton, Florida. The emphasis of his practice is in the area of labor and employment law, and business and commercial litigation. Mr. Silverman is also a member of the Workplace Violence Prevention Institute (WPVI).*

On-Demand Webinar

Duration : 60 Minutes

Price: \$200

# Webinar Description

For starters, employers should look at how they handle holiday pay for exempt and non-exempt under the Fair Labor Standards Act (FLSA). Have you also thought of the following

FLSA requirements around holiday pay

What the requirements are around paid time off for religious and federal holidays, and legal issues that may arise

Employee handbook rules to stress to the workforce prior to any holiday or another work-related social gathering

How to throw an inclusive party that doesn't violate religious discrimination laws, ignore religious or medical dietary needs, or fail to provide access to accommodate guests with disabilities



Whether to hold a holiday party and how to determine what type of party it will be:

- On-site during work hours?
- Off-site at another venue?
- Will alcohol be served?

How to reduce the risk of sexual harassment and stop behavior that veers over the line

Employer's responsibility to assist an inebriated guest in getting home

The holiday party is always a morale booster. But for some, it's also a time when employers could find themselves in a legal mess related to pay, harassment, discrimination, and other legal issues potentially.



# Who Should Attend ?

*Compliance Officers*

*Human Resources*

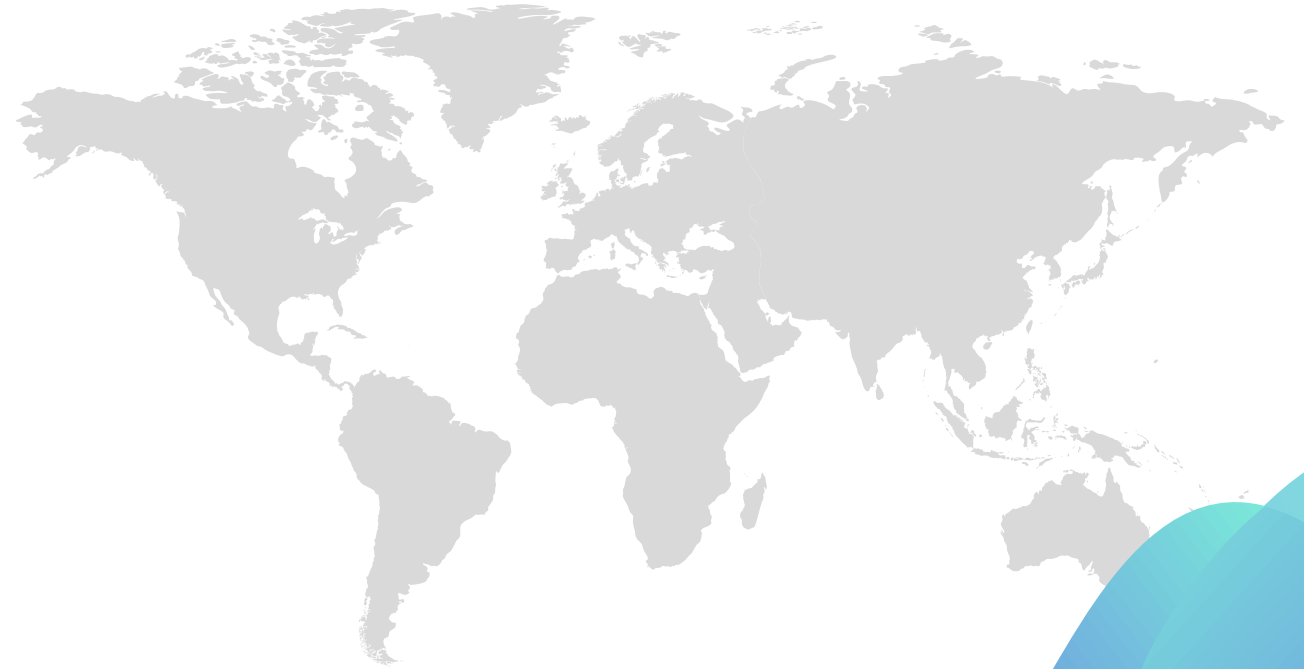
*CFOs, Office Managers*

*Company Presidents*

*Employers and Business Owners*

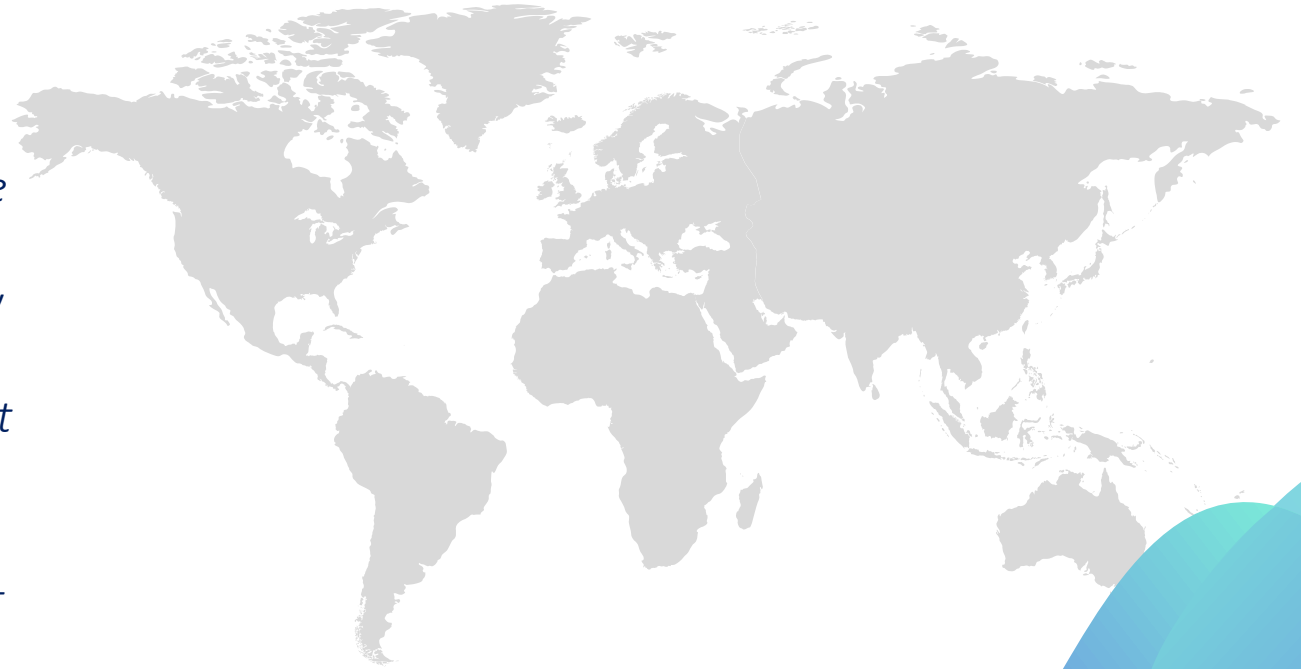
*Hiring Managers*

*HR Managers/Supervisors, Risk Managers*



# Why Should Attend ?

*Many employers extensively plan for their holiday parties, but they often forget to plan for the extensive list of legal liabilities these get-togethers can create. Ensure your clients' holidays are happy by confidently advising them on holiday party snares and pitfalls that an additional bit of planning can eliminate. Don't miss out on this essential legal guide of holiday party liability. Lean now to avoid the risks of lawsuits that come from drinking and merriment that often is part-and-parcel of the workplace holiday party. There are certain precautions employers can take to prevent incidents of sexual harassment or injury and also limit liability should an incident occur.*



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