

Romance in the Workplace and Other Workplace Indiscretions

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Consensual Workplace Relationships

- Legal Context – Title VII
- Negative Effects on the Workplace
- How to Manage Them:
 - Fraternization Policies
- What Other Companies Are Doing



Workplace Social Events

- Work-Sponsored and Work-Related Events
- When Can an Employer be Held Liable for Employee Behavior?
 - “Within the Course and Scope of Employment”
 - Sexual Harassment at Events



Alcohol

- Tips:
 - Serve Food
 - Offer a Variety of Non-Alcoholic Beverages
 - Arrange for Transportation
 - Have a Clear Statement that Employees are Prohibited from Driving if They are Inebriated
- Dram Shop Laws



Employee Behavior on Social Media

- Disciplining Employees for Posts
- Policies and Best Practices
- Monitoring Employee Activity
- Other Potential Issues

