

Breakfast **Bites**[®]

SEX, DRUGS AND ROCK & ROLL

Ronald A. Sollish, Esq.

 **Maddin Hauser**
Attorneys and Counselors

Maddin, Hauser, Roth & Heller, P.C.

One Towne Square, Fifth Floor, Southfield, MI 48076
p (248) 354-4030 f (248) 354-1422 maddinhauser.com





Ronald A. Sollish, Esq.

Shareholder

(248) 827-1876

(248) 359-6176 Fax

rsollish@maddinhauser.com



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Overview

- Consensual Workplace Relationships
- Challenges of Social Media in the Workplace
- Cannabis in the Workplace

CONSENSUAL WORKPLACE RELATIONSHIPS

- Legal context
 - Not illegal. Can lead to legal issues
 - Unwelcome sexual advances
 - Hostile work environment
 - Quid pro quo harassment
- Effects on workplace
- Managing them
 - Fraternization policies
- What other companies are doing



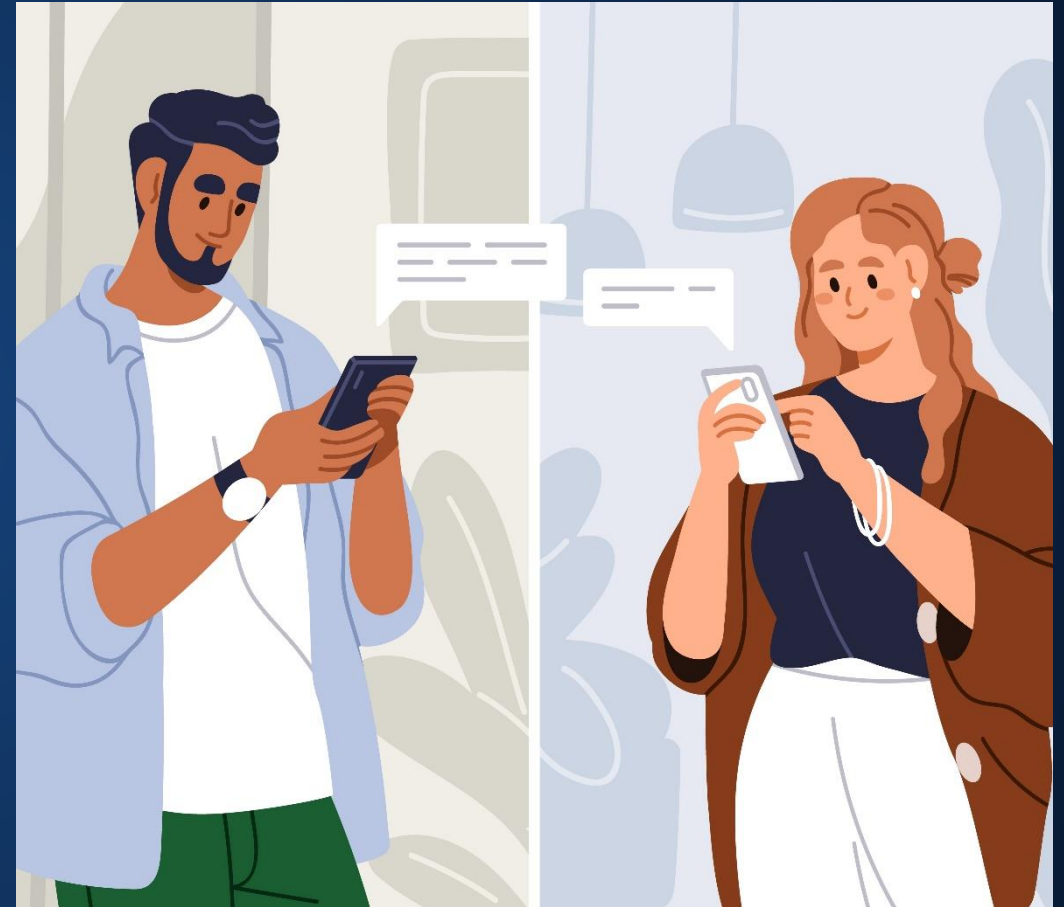
WORKPLACE SOCIAL EVENT

- 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



CHALLENGES OF SOCIAL MEDIA IN THE WORKPLACE

- Hackers and online scams
- Negative comments about the employer and/or customers
- Complaints about harassing behavior
- Disciplining an employee for social posts
- Managing and monitoring employees
- Reduced employee engagement
- Employee claims for adverse employment actions related to social media posts
 - Discrimination
 - Invasion of privacy
 - Michigan's Internet Privacy Protection Act
 - State laws protecting employee's off duty conduct



CANNABIS IN THE WORKPLACE

- Safety risks
- Decreased productivity
- Litigation
- Increased worker compensation and unemployment compensation claims
- High turnover
- Recommended work policies
- Legal definitions and precedents



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THANK YOU



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