



Coffee Club

Skip the Mistletoe...
*Avoid the legal pitfalls of
workplace holiday festivities*



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Introduction

Welcome to the AALRR monthly "Coffee Club" Webinar Series.

Our series will focus on labor and employment law issues facing California employers and will provide you with a unique understanding and perspective on a variety of interesting and timely topics.

Join us the first Tuesday of every month
@ 10:00 am for a new and exciting topic.

Today, we will be discussing managing workplace holiday functions.




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Meet Susan Steward



Susan Steward represents public and private sector employers in all employment-related matters, including claims of discrimination, harassment, retaliation, and wrongful termination.

Ms. Steward also represents employers in class action lawsuits, particularly class actions involving claims for wage and hour violations. She defends employers in both state and federal courts, and before administrative judges and agencies. Ms. Steward also drafts employment-related agreements and handbooks and conducts internal investigations for large private and public sector employers.

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Holiday Parties



To Party or Not to Party...
that is the question!

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Holiday Parties

- Respect and Accommodate Employee Diversity




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Holiday Parties

- ✓ Alcohol
 - ✓ Alcohol
 - ✓ Alcohol



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Holiday Parties

- Sexual Harassment **NEVER** takes a Holiday



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Holiday Parties

- Holiday Fun Should **NOT** Be Mandatory



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Holiday Parties



Getting Employees
Home Safe & Sound



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Holiday Parties

- Holiday Party Complaints – *the gifts that keep on giving.*



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Holiday Parties



Preventing
Inappropriate
Holiday Party
Conduct

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