



How to Protect Your Construction Company So the Party Doesn't Get Out of Hand

Publication

5.29.08

Summer is approaching and company sponsored picnics and softball games are just around the corner but so are liability issues for employers who are holding these gatherings. From impaired driving accidents to sexual harassment charges or worker's compensation claims, events involving over-the-top partying can expose employers to serious risks. Therefore, when planning your company outing this year, be sure to take precautions to minimize your risks.

Remind employees about any company policies on conduct, substance abuse and sexual harassment that apply to your social event. Tell your management team that they are on watch during the event. Communicate to your employees that attendance to the event is voluntary, and alcohol will only be served to employees 21 and older. If you are planning an athletic event or one that involves any type of physical activity, your employees need to read and sign an acknowledgement and release form.

This article appeared in the May 29, 2008 issue of *Construction Business Owner*.