



## 'Tis the Season to Avoid Office Holiday Party Misconduct

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Holiday parties are designed to yield good spirits, and they can offer a welcome respite from the almost unrelenting bad business news. But office festivities that get out of hand can lead to real legal and morale problems for both employers and employees. Statistics compiled by HR consultants indicate that for every two great holiday parties, there's a third in which some type of employee misconduct occurs, with discipline - even discharge - possibly being imposed on one or more celebrants. Employers are confronted with a range of improper behavior, including excessive drinking, sexual advances, off-color jokes, inappropriate jokes, vulgar language, arguments and fistfights.

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