

# With Summer Around the Corner, Employers Face Unique Liabilities

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With warm weather and the summer season quickly approaching, the potential for employment law problems heat up in the workplace from companies operating with lean staffs and finding vacation requests challenging to grant, to skimpy summer fashion that could prompt sexual harassment claims to hiring teenagers looking to land a summer job.

- Plan ahead for vacation requests — the summer typically brings many requests for vacation that could leave the unprepared employer short staffed.
- Prevent harassment in the hot summer sun — employers considering relaxed summer dress codes must be especially vigilant for the kinds of comments and horseplay more revealing attire might generate.
- Protect against liability when hiring summer temps — in today's era of rampant litigation, employers have become a target and must be aware of the legal liabilities they face when dealing with temporary employees.
- If hiring teens, know child labor issues.
- Prepare for summer "sick" days.

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