

Halloween in the Workplace

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On the surface, celebrating Halloween in the workplace might seem silly, but there are real business benefits to be had: team building, stress reduction and creativity cultivation, to name a few. But to ensure the rewards outweigh the risks, there are a few things for companies to keep in mind.

Without a plan, Halloween in the workplace can be a scary time for human resource executives and in house counsel. Any celebration in the workplace can lead to a litany of employment law litigation issues from harassment to discrimination to hostile work environment. Add costumes to the mix and employers have a potentially caldron of liability on their hands.

To take the fear out of the festivities, employers should consider implementing the following guidelines:

- Recognize Diversity
- Enforce E-mail and Harassment Policies
- Ask if Costumes Are The Right Fit
- Remind Employees to Choose Costumes with Care
- Be Prepared to Discipline if Necessary

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