



## **It's That Time of Year Again - Holiday Parties**

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'Tis the season for planning holiday parties. And again, employers are asking themselves (and us) about the wisdom of holding dealership parties. There is always a risk involved in holding any dealership sponsored function. According to one study, 36% of employers reported behavioral problems at their most recent employer-sponsored party. Misconduct may include excessive drinking, vulgar or offensive language, fist-fights or inappropriate sexual advances. Employers may be civilly liable for harassment or discrimination claims, as well as negligent or intentional acts occurring within the scope of employment.

### **At the Holiday Party, we recommend you:**

- Remind employees that, while you encourage everyone to have a good time, your dealership's normal workplace standards of conduct will be in force and misconduct at or after the party can result in disciplinary action.
- Do not serve alcohol. This is much easier if you simply have a lunch.
- If you do serve alcohol, do not have an open bar. Instead, use a cash bar or a ticket system to limit the number of drinks.
- Limit the bar to beer and wine. Do not serve liquor. And always have plenty of non-alcoholic beverages available.
- Let your managers know that they will be considered "on-duty" at the party. They should be instructed to keep an eye on their subordinates.
- Invite spouses and significant others. Employees seem to behave more appropriately when in the presence of their family.
- Arrange a no-cost taxi service for any employee who that he or she should not drive home.
- At management discretion, be prepared to provide hotel rooms for intoxicated employees.
- And, lastly...never, never, never hang mistletoe!

This article originally appeared in the November 2013 issue of the *Ohio Automobile Dealers Association Newsletter*. Click the link to the right to read the entire article.

### ***Attachments***

## ***Related People***

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