



## Phoenix Business Journal: How to keep a company outing from turning into an HR disaster

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Shayna Balch was a guest blogger for the *Phoenix Business Journal* on July 22, 2014.

In the article, Shayna provides tips on avoiding company outings from turning into an HR disaster. Shayna suggests to minimize the risk that an injury sustained during an offsite activity is reportable, you should consider:

- Making participation in the activities completely voluntary
- Holding the activities at locations where the employees would not be expected to carry out any work-related duties or activities
- Offering the activities on days when the employees are not normally scheduled to work, or either before or after the employees' normal working hours

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