



Responsible Holiday Celebrations at the Workplace

December 2, 2020



Agenda

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- 2 Employer Do's and Don'ts
- 3 Employee Do's and Don'ts
- 4 Celebrating During the Pandemic
- 5 Appropriate Substitutions
- 4 Q&A

Instructions for Submitting Questions with GoToWebinar



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› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

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Legal Aspects

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- › Fair Labor Standards Act (FLSA)
- › Title VII
- › OSHA
- › Workers' Compensation



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Employer Do's and Don'ts

Employer Do's and Don'ts

Do's:

- Host Event at Third-party Location
- Have Insurance Coverage
- Make it Inclusive
- Create Party Guidelines
- Limit Alcohol Intake
- Arrange Rides

Don'ts:

- Make Employees Attend
- Make Employees Participate
- Allow Inappropriate Behavior

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Employee Do's and Don'ts

Employee Do's and Don'ts

Do's:

- Attend
- Mingle
- Dress and Act Appropriately
- Have Fun
- Say Thanks

Don'ts:

- Talk About Work
- Overindulge
- Seek Romance
- Post Pictures without Permission

4

Celebrations During the Pandemic

Celebrating During the Pandemic

- › Virtual Activities
- › In-person Ideas
- › Gift Boxes
- › Bonuses



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Appropriate Substitutions

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- › Volunteer Activities
- › Sports or Cultural Events
- › Family Events



Q&A

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**Thank You for
Your Time**

