



## Answers to not-so-common questions

*Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.*

**Q. We're considering hosting a holiday party to show appreciation for our employees. What can we do to minimize our liabilities without compromising on fun?**

**A.** In an era where employees are looking for a sense of community in their workplace, a company get-together can be a great way to foster engagement, show appreciation and boost morale when the right guidelines are in place. However, if employers are not careful, festivities can result in legal liabilities and HR headaches.

Ensure that employees are aware that while an event may be hosted after hours or at an offsite location, certain rules of conduct still apply. Stress that standard company policies, like anti-harassment or anti-discrimination, are extended to company-sponsored events. If you are planning on offering alcohol at your party, consider limiting consumption and offering ride share services.

If a company party is not on the agenda or would not be a suitable fit for your company, there are other alternatives to show employee appreciation. A catered lunch during work hours, gifts, or work-appropriate games could garner just as much interest as a holiday party without the looming liabilities.

**Got an HR question? [Submit your own Quick Q&A](#) or let us know how we can help at [HRconsulting@bukaty.com](mailto:HRconsulting@bukaty.com).**

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