

Summer Sexual Harassment Survival Strategies

Post this in your breakroom.



- (1) Keep Your Clothes On.** While summer heat may dictate relaxed dress codes outside the office, be careful not to get too relaxed with co-workers, regardless of where you are. Just because there might be water-side bars and restaurants where flip-flops are the norm and shirts are optional, these would not be good choices for socializing with colleagues.
- (2) Pool Parties are For Kids.** Do not plan summer swim parties for your office at the pool, the beach, the water park or any place where someone would be expected to wear a bathing suit. At best, you are drawing a line between those who feel comfortable in a bathing suit and those that do not and chances are the “do not’s” outnumber the “do’s”. Worse case, you are opening up a sexual charged environment.
- (3) Stay Inside Where It’s COOL.** It’s HOT outside – do everyone a favor and throw a summer party INSIDE! Bowling, roller skating, indoor race tracks, rock climbing, arcades, whirly ball, art-galleries . . . are all comfortable air conditioned places where one would expect to keep their clothes on.
- (4) Enjoy Ice Tea & Lemonade.** Most summer company-parties-gone-wild stories that end in a complaint and Sensitivity Training involve alcohol. The easiest solution is to skip the liquor at the company summer party. If you do serve alcohol at a company event, hire a third party bar service or professional bar-tenders and empower them to cut off anyone who has had too much to drink.
- (5) Communicate.** Remind your people that company policies including the sexual harassment and alcohol policy are in effect at all company events even if they are off-campus. Use email, break room posters, pay stub memos and signage to remind everyone that even though you are going off campus, company policies still apply.

DB Pargman Consulting LLC is the nation’s leading provider of One-on-One Executive and Sensitivity Training. When a sexual harassment or other complaint occurs involving a valuable employee or executive, DB Pargman provides prompt and remedial responses for companies facing harassment and diversity sensitivity complaints. To help prevent harassment before it occurs, DB Pargman provides best in class preventative Group Anti-Harassment Training Programs. Headquartered in Atlanta, DB Pargman Consulting LLC serves a national client base of medium to large size companies, educational institutions, and government agencies.