



## Company holiday get-togethers are fertile ground for sexual harassment and even sexual assault



Though the holiday season may be filled with glad tidings, mirth and mostly good cheer, work-related holiday events are usually fertile ground for sexual harassment or even sexual assault. Unfortunately, people tend to behave even more inappropriately if alcohol is flowing or the gathering is hosted off-site.

If there is even a mild expectation that employees will attend a gathering, whether it's a holiday party or other work-related event, the gathering is likely to be an extension of the workplace and employers are likely to be held liable for inappropriate employee behavior.

Employers would do well to review and refresh their sexual harassment policy (and hopefully *there is one* – if not, then no time like the present to develop one), including a firm and clear reminder to would-be revelers to review the sexual harassment policy prior to commencing any festivities.

Party-goers should be advised to mind their professional manners the same as they would in the office or at a working lunch – and they should be cautioned to keep inappropriate thoughts, actions, and their hands to themselves. They should also be warned that being under the influence will not insulate them from disciplinary action or termination for policy violations.

If you are a party-goer and things start to get out of hand, [use these tips](#) to help yourself.

We here at Barrett & Farahany hope your holiday season is happy and trouble-free, but if you find yourself a target of sexually harassing behavior, please don't hesitate to reach out to us at 404-487-0922. One of our experienced attorneys will welcome your call and will help you determine what steps you should take to protect yourself and your job.

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# 2020 "Best Law Firms list"



Atlanta employment law firm Barrett & Farahany has been recognized in the 10th Edition of "Best Law Firms" by U.S. News – Best Lawyers® in not only one, but two practice areas. The firm was recognized as a Tier 1 firm in the practice area of Litigation – Labor and Employment, and was recognized in the practice area of Employment Law – Individuals, Tier 3. Both designations are for the Atlanta metro area. [Learn more.](#)

## Amanda Farahany names to Top 50 List of 2020 Women Georgia Super Lawyers



Amanda A. Farahany, managing partner of the Atlanta law firm Barrett & Farahany, has earned a spot on the "Top 50: 2020 Women Georgia Super Lawyers" list. Farahany was also honored with the Top 50 distinction in 2019 and has been recognized as a Top Rated Super Lawyer every year since 2014. Only five percent of attorneys in the state make it to any Super Lawyers list. [Read more.](#)

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