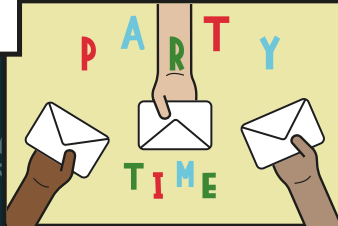
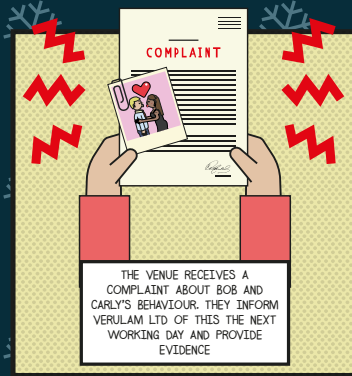
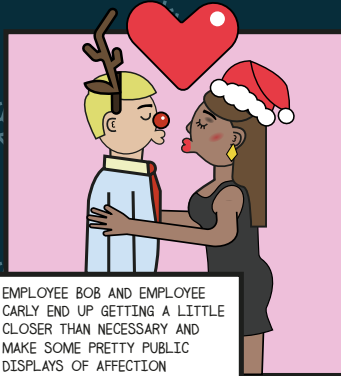


WHAT WOULD YOU DO?

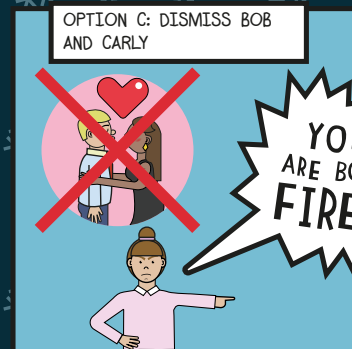
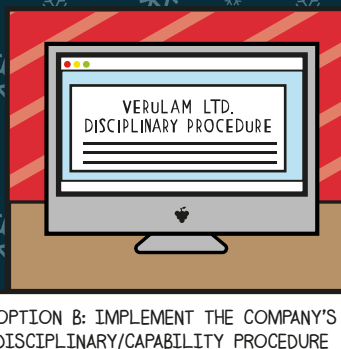
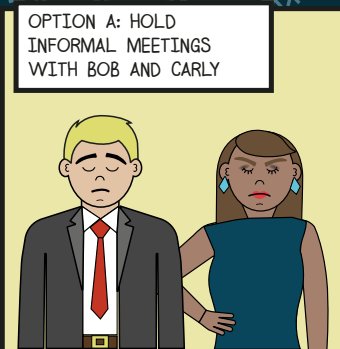
Two employees get a little bit closer than normal at the staff Christmas party and Verulam Ltd receive a complaint from another employee. What should the company do? @SA_Law #LETSTALKHR



INVITATIONS ARE SENT OUT TO ALL EMPLOYEES, ASKING THEM TO SAVE THE DATE OF THE PARTY (AND REMINDING THEM THAT THEY WILL REMAIN COMPANY AMBASSADORS AND MUST BEHAVE ACCORDINGLY)



WHAT SHOULD THE BUSINESS DO?



THE CORRECT APPROACH

OPTION A OR B

DEPENDING ON THE NATURE AND EXTENT OF THE COMPLAINT, IT MAY BE APPROPRIATE TO SIMPLY HOLD SEPARATE INFORMAL MEETINGS WITH BOB AND CARLY TO DISCUSS THE COMPLAINT AND DEAL WITH THE MATTER WITHOUT RECOURSE TO FORMAL PROCEEDINGS.

HOWEVER, IF THE COMPLAINT IS SUCH THAT THERE IS CONCERN THE EMPLOYEES MAY HAVE CAUSED REPUTATIONAL DAMAGE TO THE BUSINESS, IT MAY BE APPROPRIATE TO COMMENCE FORMAL DISCIPLINARY PROCEEDINGS IN RESPECT OF BOTH EMPLOYEES TO INVESTIGATE ALLEGATIONS OF GROSS MISCONDUCT.

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