

Sexual Harassment at Your Holiday Party: What's Your Liability?



Recorded Date: December 11, 2023

Time: 9:00 am PST

Speakers: Veronica Rossos, Partner and Thomas Duke, Partner

Engage in a Provocative Round Table Discussion: Sexual Harassment at Your Holiday Party: What's Your Liability?

We cordially invite you to an engaging online round table discussion that promises an insightful exploration of pivotal workplace considerations. Our panel of experts will delve into thought-provoking conversations centered around the evolving definitions of the workplace and the responsibilities that encapsulate today's employers.

Key Discussion Topics Include:

A) Redefining the Workplace: Parameters and Responsibilities

- Defining the Workplace and Worker: Unveiling the parameters that shape our understanding.
- Duties and Responsibilities of Employers: Navigating the intricacies of on/off-site holiday celebrations.
- Employer Liabilities: Understanding and mitigating potential risks.

B) Learning from Past Cases: Unpacking Real-Life Scenarios

Navigating Challenges: Exploring instances where situations have veered off course.

Preparation for Employers: Essential insights to know beforehand.

C) Expanding the Workplace's Role: Impact Beyond Employees

Engaging Non-Employees: Understanding the role of the workplace for those not within your direct employment sphere.

Join us and be a part of this enriching dialogue that promises to shed light on contemporary workplace dynamics, fostering a space for collaborative insights and knowledge exchange.

We anticipate your valuable presence and contributions to this intellectually stimulating discussion.

To mitigate these liability concerns, employers should consider implementing preventive measures! Find out exactly what you need to do from the employment law team at Miller Thompson.

Speakers:

Veronica Rossos, Partner is a member of the Firm's Labour & Employment group. While her practice focus is on labour and employment, she also has extensive experience in commercial litigation. Veronica is called to the BC and Ontario Bars, and she has appeared in superior and appellate level courts, provincial and federal human rights tribunals, and labour relations boards in British Columbia, Alberta and Ontario. Veronica has advised clients across Canada and in numerous industries including mining, food processing, real estate and property management, information technology, shipping and logistics, and construction and infrastructure. She has assisted employers with all manner of workplace, employment, human rights, and labour relations issues.

Thomas Duke, Partner is an experienced labour and employment lawyer. Thomas advises clients, including employers in federally and provincially regulated industries, on a wide range of matters such as human rights, employment standards, terminations, and workplace safety. Thomas provides prompt and pragmatic advice on discipline issues. He also has diverse litigation experience that includes commercial disputes, shareholder disputes, and negligence cases. Tom has appeared in the Provincial Court, the Court of Queen's Bench, and the Court of Appeal, as well as administrative hearings before the Labour Relations Board and the Human Rights Tribunal.