



Personnel Practices Audit: Regulating Off-Duty Behavior

Answer the following questions about your company's policies on workers' after-hour activities:

1. Have you determined specific acts that you consider to be questionable off-duty behavior?
 - Yes
 - No
2. Does the behavior in question affect your business? (If the answer is yes, what aspect does the behavior affect, such as productivity, morale, health care costs, workers' compensation costs, company's public image?)
 - Yes
 - No
3. Is there an overt relationship between off-duty behavior and the employee's work performance that could easily be proven in court?
 - Yes
 - No
4. Will your restrictions have an equal impact on employees, regardless of lifestyle or other factors?
 - Yes
 - No
5. If you decide to impose certain restrictions, are they enforceable?
 - Yes
 - No

Any "No" answer may be an invitation to a lawsuit. Make the necessary changes immediately and inform all the relevant parties.