



### **Have Someone Else Ask**

**20.** If a female employee will miss work due to a *simchah*, vacation, etc., and her male employer needs to ask her about the details of her leave, it is preferable that a woman – e.g., the employer's wife or daughter, or another female employee – ask her about the details, rather than the employer speaking to her directly. Similarly, if a man is considering hiring a prospective female employee, it is preferable that the more casual and personal aspects of the interview be taken care of by a woman, rather than by the employer himself. Then, the employer can conduct his own abbreviated interview during which he will ask only the basic, necessary questions that concern him.

*(See Malbushei Mordechai 5:9)*

**21.** If one can have a female conduct the entire interview, who will share the relevant information with him after the interview's conclusion, that is certainly most preferable.

*(Based on Shevet Halevi 5:207)*

**22.** The same applies in the reverse situation, when a female employer or manager must speak to a male employee: it is preferable if she communicates via another male, optimally her husband.

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