



Nichum Aveilim in the Workplace

46. If an employer, employee, or coworker of the opposite gender is sitting *shivah r"l*, and *middas derech eretz* dictates that one must be *menachem* them, it is preferable to be *menachem* over the phone — if the mourner will accept that graciously.

(See *Be'er Moshe* 2:104-107; *Igros Moshe* OC 4:40 §11)

47. If *nichum* via phone will not suffice, one should go in person to be *menachem* along with a relative — e.g., a man with his wife; a girl with her father. For instance, if a female employee is sitting *shivah*, the male employer should go along with his wife to be *menachem* her — he to the men and she to the women. On the way out, he should stand by the doorway of the women's section and be *menachem* her. The same applies in the reverse situation, i.e., a female employee being *menachem* a male employer. (Whenever such a situation arises *r"l*, it is advisable to consult a *rav* to determine whether a personal visit is indeed necessary.)

(See *Chelkas Yaakov*; *Be'er Moshe* 2:107)