



Business Owners and Managers

17. Business owners and managers have a responsibility to ensure that their employees behave and dress in a refined and appropriate way. This is important for two reasons. First, it is essential that the female employees do not have a negative influence on each other. More importantly, it is the employer's obligation to make sure that when the female employees interact with male employees, they do not cause them to transgress any prohibitions pertaining to *shemiras einayim* or having improper thoughts. Failure of a business owner to be vigilant in this regard could border on the *issurim* of "*lifnei iver*" and "*mesaye'i'a l'dvar aveirah*."

18. It is, therefore, worthwhile for business owners and managers to include a written clause in the contract for new employees that explicitly states that employees must commit to dressing simply and modestly and will conduct themselves in a formal and professional manner in the workplace. Furthermore, email reminders should be sent throughout the year — especially during the summer months — to remind employees about proper office dress and conduct. It is advisable to first review the contract with a lawyer who specializes in this field to ensure that it is properly written and will present no legal problems. Note that if the contract is written properly and consensually, it can usually be arranged in a legally binding manner.