



### The Responsibility of a Storeowner

19. Similarly, it is the responsibility of a storeowner to ensure that his employees act and dress in a refined and modest way. This is especially relevant to stores often frequented by men, such as groceries, bakeries, etc. If one employs female workers who do not dress appropriately — and certainly if they dress immodestly — he is creating a potential pitfall for the men who frequent his store, in the areas of *shemiras einayim* and avoiding improper thoughts. In certain instances, this could fall under the category of the grave *issur* of “*lifnei iver*” and, in other cases, under the *issur* of “*mesayeia l'dvar aveirah*.”

20. It is therefore worthwhile for storeowners to include a written clause in the contract for new employees that explicitly states that they must commit to dress simply and modestly and to conduct themselves in a formal and professional manner in the store. Special uniforms or a dress code for employees can be a big help in this regard.

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.