



The Boss's Responsibility

19. In order to avoid transgressing the prohibitions of “*Lifnei iver lo sitein michshol*” (placing a stumbling block before a blind person, i.e., causing someone to sin), “*mesayeい'a l'dvar aveirah*” (helping someone commit a sin), and, if one has many employees, “*machshil es harabbim*” (causing many people to sin), an employer has a responsibility not to put his employees in situations where they are likely to see or do forbidden things.

This is especially relevant regarding an employer who sends his employees on business trips and to business shows. It is the boss's responsibility to ensure that all the arrangements take into consideration the spiritual wellbeing of the employees and that they are not put in situations of temptation and the probability of seeing improper things.

Following are a number of methods companies have used so that their employees should not be confronted with challenges on such trips:

- All of the employees lodge together in one hotel, daven together, and eat their meals together. The company provides breakfast, lunch, and supper for the employees to eat together. Effectively, any possible need to venture into the streets alone is eliminated.
- Transportation is provided by the company in the form of shuttles from the employees' hotel to and from the show or conference. This, too, keeps the employees together, and prevents them from having to go out in the streets alone.
- The company pays for the trip only if the employee's wife travels along; the company covers the cost of the wives.