

# HR Brief

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**H.F. Hanes & Associates**

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## What Are You Doing to Prevent the Flu?

Last year was the first flu season to be classified as high severity across all age groups, according to the Centers for Disease Control and Prevention (CDC). This shows that no one can afford to ignore flu prevention. With that in mind, what are you doing to fight the flu?

### Flu by the Numbers

According to a recent survey from Harris Insights & Analytics, 66 percent of people still go to work when they have the flu. Knowing this, it's safe to assume some of your co-workers and employees will be coming to work while ill. You need a flu prevention strategy in place to reduce the damage.

### Prepping the Workplace for the Flu

Since it's difficult to stop people from coming into work, you need certain amenities to help the rest of the workplace fend off the flu.

Here are some of the must-have items you should keep in the workplace, according to the Harris study:

- Tissues
- Hand soap
- Cough drops
- Cold medicine
- Pain reliever
- Vitamin C
- Hand sanitizer

### Developing a Prevention Plan

A flu prevention strategy will look different depending on the workplace, but it's critical that you have one. When developing your plan, consider aspects like offering free flu shots and communicating effective flu prevention methods to employees.

H.F. Hanes & Associates has the prevention and strategy resources to help you develop your flu plan. Moreover, we have ready-to-go materials you can use to educate employees, like posters, videos and short articles.

Speak with us today about developing a plan that will work for your company. Together, we can make sure your employees stay healthy and productive this flu season.

## DID YOU KNOW?

The holiday season means travel for a lot of people, with many opting to drive to their destinations.

Here are some tips from the National Safety Council for staying safe on the roads:

- Use a designated driver.
- Wear your seat belt.
- Put away your cellphone until the car is turned off.
- Keep a first-aid kit in the car.
- Be prepared for heavy traffic and potential snow.

## OK, Google, Time's Up

Recently, thousands of Google employees marched out of offices across the globe to protest the company's management of sexual harassment.

It came out that Google paid a high-level executive a \$90 million severance a few years back, all the while keeping silent about sexual misconduct claims against him.

The protests were in reaction to "unethical and thoughtless decision-making" by Google, according to one protest organizer.

This incident is one of many recent examples that show how accountability, especially surrounding sexual misconduct, can make or break companies, even tech giants.

Protect your company and employees by ensuring a sexual misconduct policy is in place and that the claims process is transparent. Speak with us to start developing your strategy today.

