

# Denise Dadika Quoted in “Zika Threat Forces Employers to Keep an Eye on Business Travel”

Chicago Tribune

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**Denise Dadika**, a Member of the Firm in the Employment, Labor, and Workforce Management practice, in the firm’s Newark office, was quoted in the *Chicago Tribune*, in “Zika Threat Forces Employers to Keep an Eye on Business Travel,” by Alexia Elejalde-Ruiz.

## Following is an excerpt:

At the same time, employers should be careful not to require an employee to travel to an affected region if the employee wishes not to, as the employer could be liable if the person does contract Zika and that leads to birth defects. It could be considered a pregnancy accommodation, Dadika said.

But that doesn't necessarily mean it's all-clear for men, who, public health officials have warned, could transmit the virus to women through sex. Better to educate about the risks and let the employee decide, which would absolve the employer of any liability, she said.

"Because it's probably a small portion of the workforce, employers need to be sensitive, understand the concerns and if at all possible to put those employees at ease to make other

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arrangements," said Dadika, whose law firm last month started advising clients to craft policies or communications about Zika for their employees.

Ms. Dadika also commented on this topic on *Employment Law This Week*, Epstein Becker Green's weekly rundown of the latest developments impacting employers.