Post With Caution: What Prospective Employers Legally Can, and Are, Looking at Online
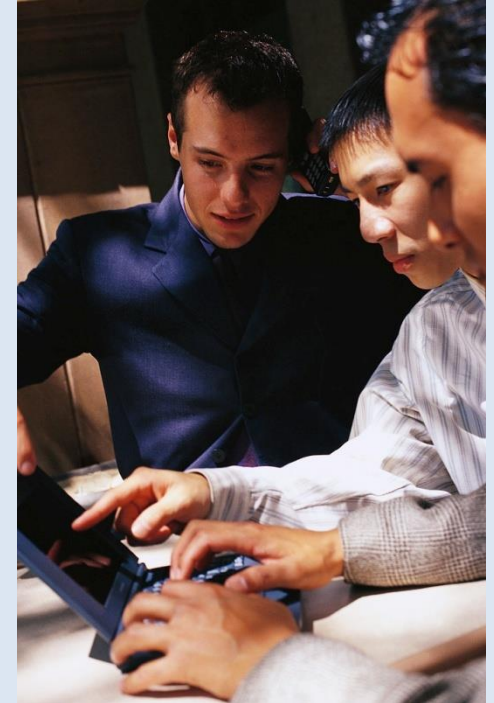
Presented by:

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Employment Screening Tool?

Many U.S. employers report using social networking sites to dig up information about job candidates

Employment Screening Tool?

Employment Screening Tool?

- Some employers now search Google as part of their regular background checks for applicants

- Looking for red flags

  - Attitudes/behaviors that do not mesh well with employer's core values, misbehavior, or pose potential liability for employer

Employment Screening Tool?

Employment Screening Tool?

Assume Everything You Put Online Will Be Seen By Your Prospective Employer

Cisco Fatty
How to Lose a New Job with 1 Tweet

Ads by Google   Colgate Job   Cisco System   Cisco News   Cisco Images

Ruin a "Fatty Cisco Job" with 1 Tweet

Witness someone ruin a "Fatty Cisco Job" with a single post on Twitter, and become an overnight Internet sensation.

A potential Cisco applicant tweeted this earlier today:

> Cisco just offered me a job! Now I have to weigh the utility of a fatty paycheck against the daily commute to San Jose and hating the work.

Tim Levad at Cisco saw the Tweet, and tweeted back:

> Who is the hiring manager. I'm sure they would love to know that you will hate the work. We here at Cisco are versed in the web.

This went viral overnight and is becoming a very hot Trend.

Fail!!

ciscofatty.com

Cisco Fatty

http://ciscofatty.com/

http://archives.chicagotribune.com/2009/mar/26/business/chi-thu-digital-life-work-socialmar26

Or Your Current Employer

OMG I HATE MY JOB!! My boss is a total pervvy wanker always making me do ███t stuff just to ███ me off!! WANKER!

Yesterday at 18:03 · Comment · Like

Hi ███, i guess you forgot about adding me on here?
Firstly, don't flatter yourself. ███████████████████

Thirdly, that '███ stuff' is called your 'job', you know, what i pay you to do. But the fact that you seem able to ███-up the simplest of tasks might contribute to how you feel about it. And lastly, you also seem to have forgotten that you have 2 weeks left on your 6 month trial period. Don't bother coming in tomorrow. I'll pop your P45 in the post, and you can come in whenever you like to pick up any stuff you've left here. And yes, i'm serious.

Yesterday at 22:53

Write a comment...

Limitations: Stored Communications Act

- Federal statute prohibiting intentional, unauthorized access to private electronic communications such as Facebook or Gmail

- Creates privacy expectation in private electronic communications

Limitations: State Laws

New State Laws

Email

Sorry, Boss. Hands off!

☑ Keep me logged in

Password

●●●●●●●●●●●

Forgot your password?

Log In

What About Invasion of Privacy?

- Key to tort action is proof of an expectation of privacy

- Issue under state law

- Many courts are reluctant to find an expectation of privacy in information on the internet