

# Social Media in the Workplace:

## Legal, Ethical and Practical Issues

**February 22**  
**8:30-10:00 a.m.**

**NICC Town Clock Center  
For Professional Development**

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Social media has added a great distraction to the workplace that impairs productivity and ties up workplace internet resources. Social media has also become a frequent sounding board for employee complaints about their employers or their employers' products. What once was grumbling between an employee and his/her immediate friends and family has now become a worldwide posting. Not surprisingly, this activity is of great concern to employers, but employer efforts to control it or to act in response to it have run into problems arising out of freedom of speech beliefs and privacy concerns.

Employer policies on employee social media postings need to be carefully drafted in order to restrict online behavior by employees that is damaging to the employer, and in order to avoid running afoul of employment laws or privacy concerns. At the same time, the policy must be simple enough for most of your employees to understand without a great deal of study, and it must clearly allocate responsibility to identified persons or positions to monitor both employer and employee compliance with the policy.

**Presenter: Stephen Krumpe**

Stephen Krumpe is an attorney with O'Connor & Thomas, P.C. He has been in practice for 27 years. A good portion of his time is spent addressing employment issues for Tri-State area employers. The types of issues he has addressed include claims brought against employers under wage and hour regulations, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, Title VII, the Iowa Wage Payment and Collection Law, employment terminations (with or without severance pay), and HIPAA.

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