



## Do Employers' Social Media Searches Foster Hiring Bias?

News

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Managing Partner Jim McDonald was featured on TheLowDownBlog.com offering advice to employers using social media to screen employees.

Many companies regularly look up job applicants online as part of the hiring process.

A new study suggests they may also use what they find to discriminate.

According to the article entitled "Do Employers' Social Media Searches Foster Hiring Bias?" most employers say they use social networks to find evidence of unprofessional behavior, such as complaints about previous employers or discussion of drug use.

"I advise employers that it's not a good idea to use social media as a screening tool," said James. "You need to control the information you receive so you're only getting information that is legal for you to take into account."

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