



Social Media Mayhem - How Snapchat, Texting And Instagram Are Transforming The Workplace

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Rich Meneghello's article "Social Media Mayhem - How Snapchat, Texting And Instagram Are Transforming The Workplace" was published in *The Advantage* September issue.

In this article, Rich discusses some practical tips for employers who are trying to keep up with all of the ways people are now communicating using technology.

- **The Negative Facebook/Instagram post:** Rich advises not to overreact. The most likely outcome is the employee's followers on social media will see the post and forget about it in a couple of minutes. Unless the employee is posting trade secrets, or publishing possibly defamatory messages (lies about your last health inspections, for example), you may want to just ignore them.
- **The Sexting/Snapchat Harassment:** These days sexual harassment (or other illegal discrimination) claims will be founded on inappropriate messages or pictures sent via smartphone. Employers do have the right to monitor and legislate employee communication.
- **The Serial Texter:** Employers have the right to require employees to speak with managers over the telephone when phoning in an absence or announcing they will be late. Employers are wise to have this kind of policy well-articulated in their written handbook.

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