



Out of Sight, But Not Necessarily Out of Mind

Publication

10.21.14

Tony Dick's article "Out of Sight, But Not Necessarily Out of Mind" was featured in *Crain's Cleveland Business* on October 21, 2014.

In the article, Tony provides a quick primer for employers on what is and is not permissible in enforcing employment policies outside the workplace. He addresses the following topics:

- At-will employment
- Illegal off-duty conduct
- Marijuana
- Tobacco
- Social media activity

Tony advises employers to take careful consideration before attempting to regulate the off-duty conduct of employees and prospective employees.

What may be legal in one jurisdiction may not pass muster in another.

A wise employer seeks wise counsel to avoid the many possible legal pitfalls that exist when attempting to enforce employment policies outside of the workplace.

To read the full article, please visit *Crain's Cleveland Business*.