

# THE EMPLOYEE SOCIAL MEDIA BILL OF RIGHTS

- The employee has the right to use the social web as a means of communication and self-expression outside of work hours.
- The employee has the right to personal digital access: just as with other forms of communications, employees' right to access digital social networks for personal use on their own devices and networks is recognized.
- The employee has the right to equal access to the social web: access to the social web for personal use shall not be restricted to one group of employees.
- The employee has the right to digital privacy: with regards to data, this includes information and conversations not available in the public stream.
- The employee has the right to digital dignity: no employee who uses social media shall ever have to worry about being harassed or bullied (online or offline) by co-workers, supervisors, fellow employees, or management.
- The employee has the right to know: if employees are allowed to use social media at work and/or are using company equipment and networks, the company must notify them if their communications and content are captured, browsed, shared, and intercepted. The employee shall be notified that any data that is sent or received through the company networks or devices is company property.
- The employee has the right to own and manage "personal" accounts on various social media networks without interference from the employer.