

ADA Audio Conference Series September 19, 2017

This session is scheduled to begin at
2:00pm Eastern Time

Real-Time Captioning and the PowerPoint Presentation are available through the Webinar Platform. Audio Connection is available through the webinar platform/telephone/Mobile App.

1

Listening to the Session



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2



Listening to the Session, *continued*

MOBILE Users (iPhone, iPad, or Android device (including Kindle Fire HD)

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3

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4

Submitting Questions



- If you are listening by phone you will be instructed by the Operator on how to ask a question.
- You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area. You will not be able to see the question after you submit it but it will be viewable by the presenters.
- If you are connected via a mobile device you may submit questions in the chat area within the App
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Customize Your View



- Resize the Whiteboard where the Presentation slides are shown to make it smaller or larger by choosing from the drop down menu located above and to the left of the whiteboard. The default is “fit page”



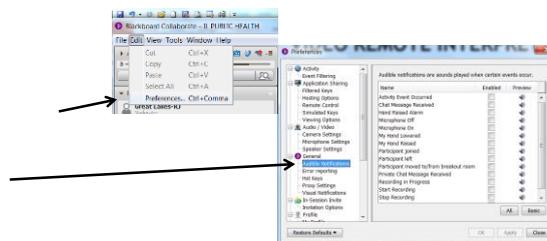
Customize Your View *continued*

- **Resize/Reposition the Chat, Participant and Audio & Video panels by “detaching” and using your mouse to reposition or “stretch/shrink”. Each panel may be detached using the ☰ icon in the upper right corner of each panel.**

7

Adjusting Preferences

- **To turn off notifications (audible/visual)**
 - Select “Edit” from the tool bar at the top of your screen
 - From the drop down menu select “Preferences”
 - Scroll down to “General”
 - select “Audible Notifications” Uncheck anything you don’t want to receive and “apply”
 - Select “Visual Notifications” Uncheck anything you don’t want to receive and “apply”
 - For Screen Reader User – Set preferences through the setting options within the Activity Window (Ctrl+Slash opens the activity window)



8



Technical Assistance

- If you experience any technical difficulties during today's session:
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 2. **By Email** webinars@ada-audio.org ; or
 3. **Call** 877-232-1990 (V/TTY)

8

Facebook Friends, Work Place Enemies

Google Search

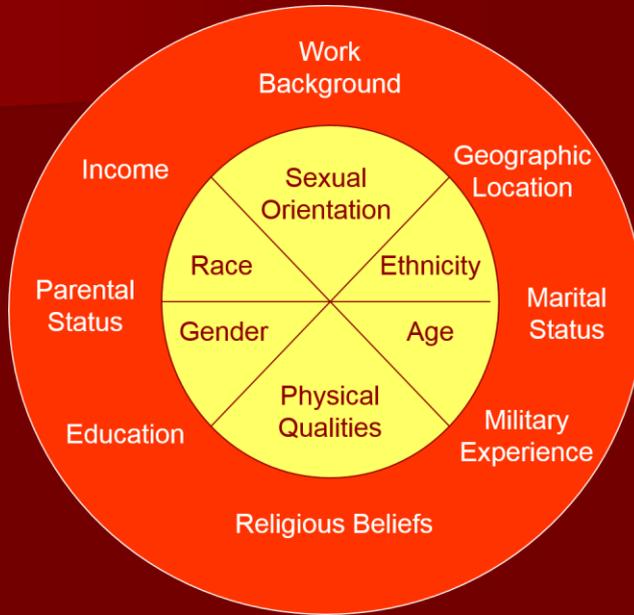
I'm Feeling Lucky

Joe Bontke
Houston District Office
713 651 4994 office
713 907 2855 cell
joe.bontke@eeoc.gov

EEOC
Training Institute
...Learn from the Experts

Primary and Secondary Dimensions of Diversity

Loden and Rosener



11

Cultural Groups



Graphics created by the Mary Lyon First Grade, Fall 2001

What are your cultural groups?

“... groups of people who consciously or unconsciously share identifiable values, norms, symbols, and some ways of living that are repeated and transmitted from one generation to another.”

12

What's in your "backpack"

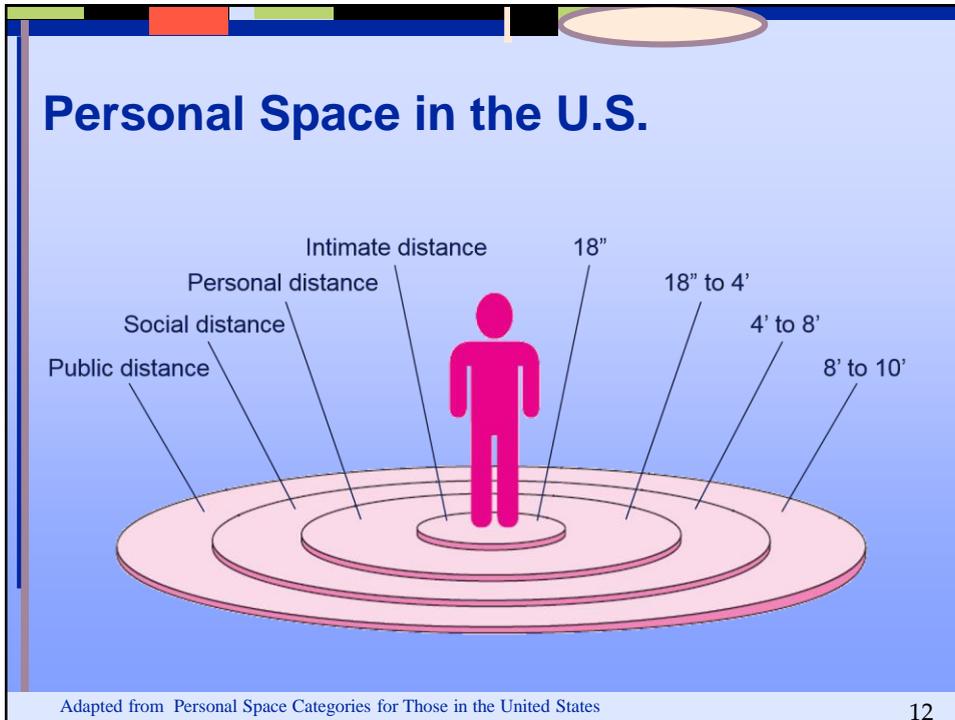
- It's what we "bring" to work
- It's who I am
- It's my "stuff"



Obligations of Employers

- Make the workplace free of unlawful discrimination, harassment and retaliation
- Promptly and confidentially investigate complaints of discrimination, harassment and retaliation
- Where discrimination, harassment and retaliation may have occurred, take prompt and appropriate remedial action (i.e., discipline commensurate with the offense)

14



U.S. Equal Employment Opportunity Commission

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PRESS RELEASE
3-12-14

Social Media Is Part of Today's Workplace but its Use May Raise Employment Discrimination Concerns

Experts Tell EEOC That Use of Social Media by Employers, Applicants and Employees May Implicate the Laws EEOC Enforces

WASHINGTON-The use of social media has become pervasive in today's workplace and, as a result, is having an impact on the enforcement of federal laws, a panel of experts told the U.S. Equal Employment Opportunity Commission (EEOC) at a meeting held today at EEOC Headquarters in Washington. [The meeting](#) was convened to gather information about the growing use of social media and how it impacts the laws the EEOC enforces.

"The increasing use of social media in the 21st century workplace presents new opportunities as well as questions and concerns," said EEOC Chair Jacqueline A. Berrien. "This meeting has helped the EEOC understand how social media is being used in the employment context and what impact it may have on the laws we enforce and on our mission to stop and remedy discriminatory practices in the workplace."

Jonathan Segal, speaking on behalf of the Society for Human Resource Management (SHRM), explained that employers use different types of social media for several different reasons: employee engagement and knowledge-sharing, such as having a corporate Facebook page or blog to keep employees in far-flung offices aware of new programs or policies; marketing to clients, potential customers and crisis management, and for recruitment and hiring of new employees. In fact, SHRM surveyed its members over several years and found that 77 percent of companies surveyed reported in 2013 that they used social networking sites to recruit candidates, up from 34 percent in 2008.

The use of sites such as LinkedIn and Facebook can provide a valuable tool for identifying good candidates by searching for specific qualifications, panelists told the Commission. But the improper use of information obtained from such sites may be discriminatory since most individuals' race, gender, general age and possibly ethnicity can be discerned from information on these sites.

Renee Jackson of Nixon Peabody LLP, who counsels corporations, said that social media should be one of many tools used in recruitment, in order to cast a wide net for potential candidates. To the extent that employers conduct a social media background check, it is better to have either a third party or a designated person within the company who does not make hiring decisions do the check, and only use publicly available information, not requesting passwords for social media accounts. In fact, as several panelists noted, there already exist four states with laws prohibiting employers from requesting passwords and user names from applicants/employees, a number of other states have such laws pending, and there are several proposals before Congress to do the same on a

Microsoft Access - POFF ... Novell GroupWise - Mailbox Social Media Is Part o... EEOC Update for ILG Ja... 2014 Bonfile Social Medi...

stakes That Can Land You in The EEOC's Bad Books - Internet Explorer

www.hiringthing.com/2016/04/19/3-Social-Media-Hiring-Mistake... x

tes Tools Help

HiringThing™ Request a Demo Quick Tour Features Plans and Pricing Blog

3 Social Media Hiring Mistakes That Can Land You in The EEOC's Bad Books



As social media becomes increasingly ubiquitous, many employers are now using it in their hiring processes. A report released by the SHRM in January 2016 revealed that 84% of organizations used social media during recruitment in 2015. This is a significant increase from the 56% who used it in 2013.

Recruiters are now using social media at different stages of the hiring process, from posting job adverts, and engaging top talent to conducting background checks. With time, social media is likely to become even more important in the hiring process.

However, using social media hiring isn't without its legal risks. As far back as 2012, employers were already getting sued for alleged violations committed while using social media for hiring. Since then, the Equal Employment Opportunities Commission (EEOC) has become increasingly vigilant.

Basically, using social media haphazardly during the hiring process can easily land an organization into the EEOC's bad books. The three most common mistakes which can set an employer up for a clash with the EEOC include the following:

1. Performing Searches Inconsistently

The EEOC's major concern is with discrimination. As such, anything which seems like discrimination will raise red flags with the agency. One way employers can inadvertently raise flags is by using social media inconsistently during the hiring process.

If, for instance, some applicants are have social media searches performed on them, while others aren't it, is easy to allege discrimination. An applicant can claim that they were searched because of their ethnic—sounding name or their gender. An employer would have difficulty proving otherwise.

Change the way you hire with our next generation job listing and application management tools.

[Learn More](#)

dia Hiring ... Bontke Facebook Friends...

17

Can I Google™ Applicants?

*Yes you can**

*... * BUT During this session we want to look at more:*

- *What's legally allowed to search when investigating a candidate*
- *The return on investment of online screening*
- *The current "case history" that might motivate a social media search risk*
- *New tools and methods for analyzing information found*

18

Protected Federal Categories

Race



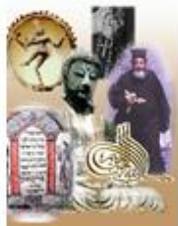
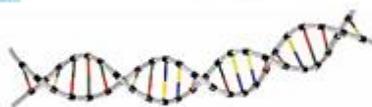
National Origin



Color



Genetic



Religion



Disability



Sex

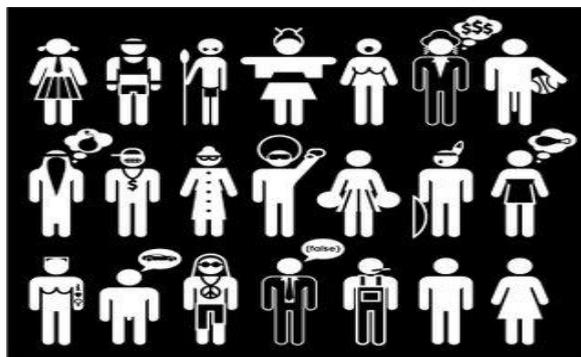


Age 40+

19

Stereotypes

An oversimplified image or statement applied to a whole group of people, without regard for the individual.

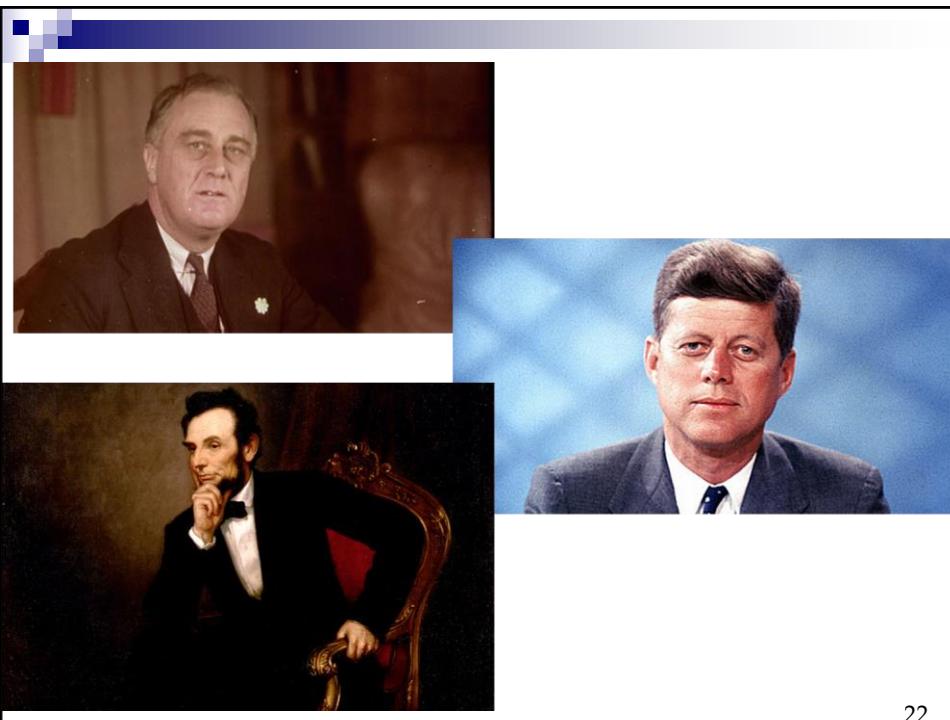


20

Who would you pick for a CEO position?

- Candidate A cannot walk. He cannot stand without braces that run the entire length of his legs; cannot get out of bed, get dressed, reach the bathroom or get to his desk without the assistance of another person and a wheelchair.
- Candidate B has a glandular disorder and back problem. He takes daily medication and often uses painkillers. He has been hospitalized nine times in the last decade, once for 19 days, a couple of times for a week at a time.
- Candidate C has a history of depression.

21



22

Myths, Fears & Stereotypes



Irrational fear
“It’s contagious!”

23

Generational Groups

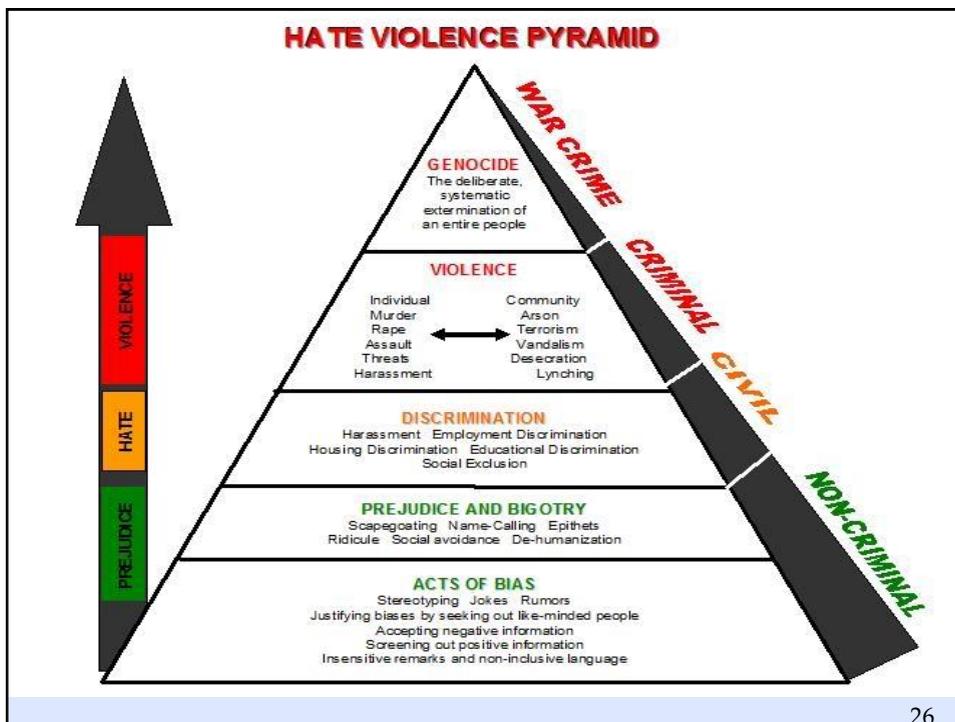
Traditionalists	(prior 1945)
Baby Boomers	(1946-1963)
Generation X	(1964-1980)
Millennial	(1981-2000)
Generation Z	(2000- today)

24

“universal” Dynamics ?

- *Define these terms*
 - ◆ Appropriate
 - ◆ Casual
 - ◆ **Team player**
 - ◆ Effective communication

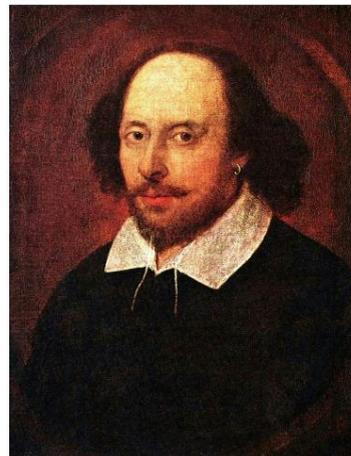
25



**There are about 540,000 words
in the English language...**



**about 5X as many as
during Shakespeare's time.**



28

More than **3,000** new books
are published every day



29

Is Social Media A Fad?

<https://www.youtube.com/watch?v=s3rWAd8KQxEhttps://www.youtube.com/watch?v=u06BXgWbGvA>

30

The Digital Age

Welcome to the Virtual World of:

- **“Friends”:** Facebook & Instagram
 - Mostly social, but growing business network
- **“Connections”:** LinkedIn
 - “Facebook in a suit”
- **“ Followers”:** Twitter
 - Instant messaging on steroids



31

There are almost **2 billion** registered users of Facebook

facebook

Email Password

Keep me logged in [Forgot your password?](#)

Facebook helps you connect and share with the people in your life.

Sign Up
It's free and always will be.

First Name:

Last Name:

Your Email:

Re-enter Email:

New Password:

I am: Select Sex:

Birthdate: Month: Day: Year:

Why do I need to provide this?

Create a Page for a celebrity, band or business.

English (US) Español Português (Brasil) Français (France) Deutsch Italiano العربية 中文(简体) [»](#)

Facebook © 2011 · English (US) [Mobile](#) · [Find Friends](#) · [Badges](#) · [People](#) · [Pages](#) · [About](#) · [Advertising](#) · [Developers](#) · [Careers](#) · [Privacy](#) · [Terms](#) · [Help](#)

32

If **facebook** were a country,
it would be the **3rd largest in the world**

(Between India and U.S.)

And this does not include



or



33

Internet Never Forgets...

- Stacy Snyder
 - ◆ 1st Amendment does not cover photos
- Internet records everything and forgets nothing
- Every online photo, Facebook status update, Twitter post and blog entry by and about us can be stored forever



Drunk'in Pirate

34

for Facebook passwords - Boston.com - Windows Internet Explorer

bn.com/2012-03-21/business/31215585_1_social-networking-password-facebook

Help

Interest

facebook password...

COLLECTIONS / FACEBOOK

Google

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Employers asking job seekers for Facebook passwords

March 21, 2012 | By Manuel Valdes and Shannon McFarland THIS STORY APPEARED IN [The Boston Globe](#)

Recommend Tweet +1 ShareThis New E-mail

Print

SEATTLE - When Justin Bassett interviewed for a new job, he expected the usual questions about experience and references. So he was astonished when the interviewer asked for something else: his Facebook username and password.

Bassett, a New York City statistician, had just finished answering a few character questions when the interviewer turned to her computer to search for his Facebook page. But she couldn't see his private profile. She turned back and asked him to hand over his login information.

Bassett refused and withdrew his application, saying he didn't want to work for a company that would seek such personal information. But as the job market steadily improves, other job candidates are confronting the same question from prospective employers, and some of them cannot afford to say no.

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EEOC Training Institute
...Learn from the Experts

Microsoft PowerPoint ... Job seekers asked to ... Employers asking job ... Document1 - Microsof...

35

bus gives o... X

www.theagle.com/blogs/life_after_30/vegas-hangover-bus-gives-one-aggie-a-headache/article_f0ab68b0-0133-11e2-890b-0019bb2...

Vegas hangover bus gives one Aggie a headache

Story Comments (1) Print Font Size: + -

Recommend Tweet +1 Pin It Share

Posted: Thursday, April 26, 2012 8:55 pm

1 comment

It's supposed to make you feel better after a night of partying in Las Vegas, but for one Aggie, the Hangover Heaven bus has caused one big headache.

Justin Newman, a Texas A&M graduate student, happened to wander onto the bus April 15, the same time an Associated Press photographer was on the bus for a story on the mobile treatment center.

The bus promotes its service as a way to rehydrate and rejuvenate after a night of revelry, and Newman was one of the business' first customers.

That story ran in Tuesday's paper on Page B7, along with a photo of Newman being prepped for an IV. Did I mention he was wearing an Aggie T-shirt at the time?

The story and photo caption didn't include Newman's name, but seeing his photo in the paper and online in an Aggie shirt was enough to make him worry about how it would be perceived.

He called first thing Tuesday and left a message for me before I got to work asking that the photo be removed from our website because he never gave anyone permission to take his photo.

Because the image was distributed by the Associated Press and widely available on other sites, like here, here and here, I opted to leave it up, but told Newman to share his concerns with AP.

hangover bus ...

Only \$14,900 or \$215/mo
60 new 2014 Nissan Sentras in Stock!

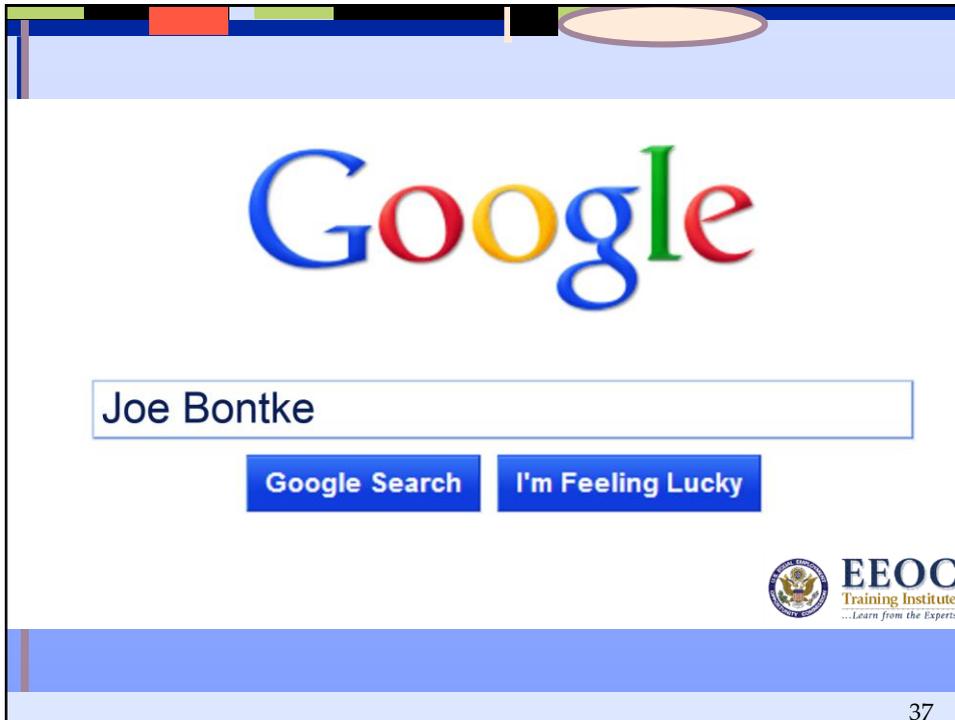
Model Code: 12114

DOUGLASS
Home of the Nice Guys

TOP TEN: MOST VIEWED

- Plans for 'world's largest tailgate' s...
Aug 15 | Comments (13)
- College Station High School teacher ch...
Aug 5 | Comments (7)
- Police: Bryan woman broke into ex's ho...
Aug 9 | Comments (37)
- 8 arrested in Bryan-College Station pr...
Jul 31 | Comments (27)
- New bars hope to change up vibe, diver...
Aug 16 | Comments (2)
- Former NFL, Texas A&M football pla...
Aug 5 | No Comments
- Bryan man indicted on murder charges
Aug 7 | Comments (6)
- Verizon signs \$4.3M contract with Tera...
Aug 6 | Comments (2)

36



39

40



41

Twitter

- 317 million users
- Library of Congress *did you know*
 - ◆ *will be acquiring and permanently storing the entire archive of public twitter posts since 2006*



42

IMPORTANCE OF POLICIES

- *"Twoosh"* is a word invented to describe Twitter messages that contain exactly 140 characters.
- Our Twitter policy: *(in 140 characters)*
Be professional, kind, discreet, authentic.
Represent us well. Remember that you can't control it once you hit "update."



43

HR Statistics

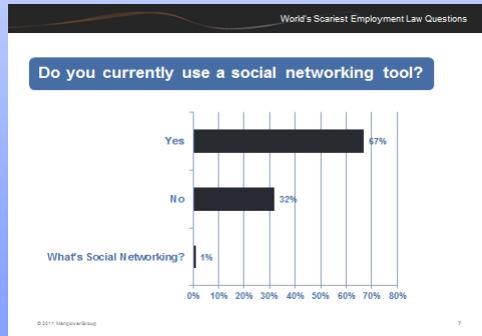
- 75% of U.S. recruiters are required by their companies to do online research of candidates
- 70% of U.S. recruiters report they have rejected candidates because of information found online



44

SCREENING TOOL FOR JOB APPLICANTS

- 65 percent of hiring managers “Google” applicants
- 65 percent check social networking sites
- 50 percent of these searches result in job rejections



45

PROBLEM ISSUE

Employer will potentially have access to information such as involvement in a stakeholder group, people with disability organization, sexual preference, cultural and religious identification.



46



firefox
marks Yahoo! Tools Help

YAHOO!

photo.php?fbid=4776665742738&set=a.477665629273.280227.5008492738&type=1&theater

SEARCH



Joe Bontke
October 3, 2010
On your timeline · Remove

Add a description
With Joyce Smith Bontke, Jacqueline Bontke, Jord Bontke, Madison Rancatore, Jillian Bontke Bowma and Zach Bowman.

Tag Photo Add Location Edit

Like · Comment · Unfollow Post · Share · Edit

Brigette Bain Martin and Kim Vidor like this.

Karla Jensen McCabe Great picture.
October 3, 2010 at 3:17pm · Like

Angela English "Team Mamie" looks like a winning team!
October 3, 2010 at 5:24pm · Like

Write a comment...

Social Media.ppt Bontke EEOC risk ma... Joe Bontke - Mozilla F...



49

4th Amendment

- **Fourth Amendment**
(unreasonable searches and seizures)
- **Common Law**
- **Electronic Communications Act of 1986**
- **Federal Stored Communications Act**




50

EVOLUTION: O'Connor v. Ortega

- U.S. Supreme Court first recognized Fourth Amendment privacy protection in pre-Internet 1987.
- Employee's privacy expectations could be shaped and restricted by the employer's policies and practices.
- HELD: employee had a legitimate expectation of privacy in his desk and file cabinets.



51

CITY OF ONTARIO V. QUON (2010)



- **ISSUE:** Whether a public employee (a police officer and a SWAT team member) stated a claim for violation of Fourth Amendment rights where the public employer (a police department), reviewed texts sent and received by Quon on his department issued pager.



52

Takeaway

Every employer, whether public or private, must have clearly drafted policies giving employees notice that they have no expectation of privacy in company electronic equipment, whether this be in emails, phone log details or text messages.



53

ELECTRONIC COMMUNICATIONS PRIVACY ACT OF 1986

- Primary federal law addressing privacy concerns is the ECPA.
- Exceptions interpreted to mean that if employer maintains its own email system and assumes “provider status,” employer is allowed to retrieve all stored email messages.
- Two types of communications:
 - (1) Messages in transit (happens in seconds – limited opportunity for interception)
 - (2) Stored messages (most typical work scenario)



54

Federal Stored Communications Act

- “Wiretapping Act”
- Criminal Offense to Intentionally:
 - (1) Access, without authorization, a facility through which an electronic communication service is provided; or
 - (2) Exceed an authorization to access that facility.



55

TAKEAWAY

Do not gain access to employee’s website by either receiving private information through another “friend,” or by going through a person on the employee’s “friends” list.



56



- Definition of social media activities
- Ability of employers to restrict social media activities
 - ◆ On company time
 - ◆ Using company equipment
- Statutory limits on employers
 - ◆ Protected activities using social media
- Lawful social media policies
- Monitoring social media activities
- Disciplinary action for violating social media restrictions

57

Definition of social media activities

- Traditional social media: Facebook, Twitter, Blogs, You Tube, Linked In, Chat Rooms
- Emerging social media: Instagram, Pinterest, Snapchat, Tumblr
- Social media activities include posting, viewing, or utilizing any internet based program that can be shared with others
- Activities can be conducted on any electronic device that accesses the internet



58

Employer restrictions on social media activities



- Blanket prohibition on activities during work time
 - ◆ Working time does not include breaks, lunch or before or after the employee's shift
- Can prohibit accessing social media using company issued equipment
 - ◆ Computers, ipads, smartphones
 - ◆ Grey area: phone owned by employee but monthly fees paid for by employer
- Can limit social media activities during non-work time if conduct would violate company policies

59

HOT TOPIC – “Concerted Actions”



Employee Rights Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.

60

NLRB VIEW

Monitoring employee's social networking activity has the potential of creating a chilling effect on the employees' communications regarding the terms and conditions of their employment, in violation of the NLRA at 29 U.S.C. §157.



61

KNAUZ BMW (May 24, 2011)

- NLRB alleges unlawful termination of an employee for posting photos and comments on Facebook that were critical of dealership
- Unhappy with quality of food and beverages at a BMW promotion event
- Again non-union: "concerted activity" because it involved a discussion among employees about the terms and conditions of their employment

62

NLRB protections for concerted activities

- National Labor Relations Board (NLRB) has ruled that employees have the right to use social media to engage in concerted activities
- Concerted activities defined as discussing or protesting terms and conditions of employment where:
 - ◆ Two or more employees involved, or
 - ◆ One employee is acting on behalf of others or discusses with others before acting



63

NLRB protections for concerted activities

- Unprotected activities include:
 - ◆ Personal gripes that don't impact others
 - ◆ Spreading false information that harms the company's business or defames their products/services
 - ◆ Threats of violence
 - ◆ Unlawful harassment
 - ◆ Publishing trade secret information
- NLRB found unlawful restrictions on right to engage in social media activities in two categories:
 - ◆ Discipline or discharge of employees
 - ◆ Overbroad social media policies



64

NLRB decisions finding unlawful termination



- Termination of employees who posted negative comments about a co-worker who was critical of their job performance on Facebook
- Termination of employees who complained about their supervisor in Facebook posts
- Termination of employees for posting YouTube video about safety concerns
- Termination of employee who posted comments critical of the employer's management in online newspaper comments section and Facebook page

65

NLRB decisions finding social media activities unprotected



- Employee who vented about conflict with his supervisor on Facebook but did not involve other employees
- Employees of youth center who criticized management using multiple expletives in Facebook postings
- Employee who posted pictures of accident at work with denigrating comments
- Employee who complained about co-worker and supervisor on Facebook without any back and forth with other Facebook friends who were employees

66

Best Practice Advise: Create Written Acceptable Use Policies (“AUP”)

By creating and consistently applying policies informing employees that their use of corporate networks, including email access, can be monitored, the employee has waived his/her right to privacy in communications made on the company’s network.



67

Permanency of Information

- Viktor Mayer-Schönberger
 - ◆ A society in which everything is recorded will forever tether us to all actions, making it impossible, in practice, to escape them.
 - ◆ Without some form of forgetting, forgiving becomes a difficult undertaking
- No second chances
 - ◆ Worst thing you have done is the first thing people will know about you

68

Ways to Protect Your Image

- Be careful.
 - ◆ Do not post anything on any site that you would not want a potential employer to see.
- Be discreet.
 - ◆ Set your profile to private and block inappropriate comments that others may make on your profile.
- Be prepared.
 - ◆ Regularly check your profile for inappropriate content. Make sure you have an answer ready to explain or counter any “digital dirt” employers may see.

69

When It Becomes Illegal

- When employers base their hiring decision on an applicant’s protective status
- When information discovered leads to employer’s knowledge of information that would be illegal to use against an applicant in a hiring decision
 - ◆ i.e. discovering an applicant was arrested and using that to disqualify
 - ◆ **Things you cannot ask in an interview are the same things employer cannot research**

70

Questions To Ask When Using Social Media...

- Is it valid?
 - ◆ Does the information predict job performance?
 - ◆ Is the information job-related?
- Is it legal?
 - ◆ No laws have been passed yet
 - ◆ Information posted on the internet is considered “public domain”
 - ◆ Opens organization up to “perception” of using protected information
- Is it worth it?

71

Ways to Protect Yourself...

- Add “off-duty conduct” policy
- Check organization’s “cyber reputation”
- Check employees’ “cyber reputation”
- Advise caution among employees when posting things on the internet
- social networking policies for their employees while at work, while using employer equipment/facilities, or that will reflect directly on the employer.

72

○ What is eDiscovery?

- The legal discovery of electronic documents and data
 - eMail, web pages, word processing files, spreadsheets, meta data, databases, backup tapes, cache memory, hard drives, thumb drives, PDAs, firewall/IDS logs, phone call logs, IM transmissions, etc.
- ⇒ Anything outside of the traditional discovery of writings or business records on paper is “eDiscovery”

An **intrusion detection system** (IDS) is a device (or application) that monitors network and/or system activities for malicious activities or policy violations.

73

Unique Problems With Social Networking Activities

- Blurring of lines between “work” and “personal”
- No “filter” or “edit”
- Reach a vast audience
- Immediate public viewing
- Quicker and less “formal” = users are less guarded and careless

74

Why Facebook Isn't Making You Any 'Friends' at Work

- more than half of workers say social media is negatively affecting workplace productivity, with 57 percent believing that mixing personal and professional connections through social media has the potential to cause problems
- BusinessNewsDaily.com



75

jumper is banned from the Games after her African 'joke'

By KATHERINE FAULKNER and NICK McDERMOTT

PUBLISHED: 10:07 EST, 25 July 2012 | UPDATED: 05:57 EST, 26 July 2012

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A Greek triple jumper has been expelled from the Olympics after she posted a racist joke on Twitter. Voula Papachristou was kicked out of her national team for mocking African migrants and expressing support for a far-Right political party.

Her offending message – which was referring to reports of mosquitoes carrying the West Nile virus in her home country – read: 'With so many Africans in Greece, at least the West Nile mosquitoes will eat home made food!'

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FEMAIL TODAY

▶ A tearful Kristen Stewart emerges for the first time since issuing grovelling apology to Robert Pattinson over affair
As R-Patz stays silent



▶ Their chemistry was obvious: Kristen Stewart only had eyes for Rupert Sanders at dinner during Snow White press tour
And this was back in May!



▶ He's still in shock: Devastated Robert Pattinson's heartache over Kristen Stewart's admission of guilt
The ultimate betrayal

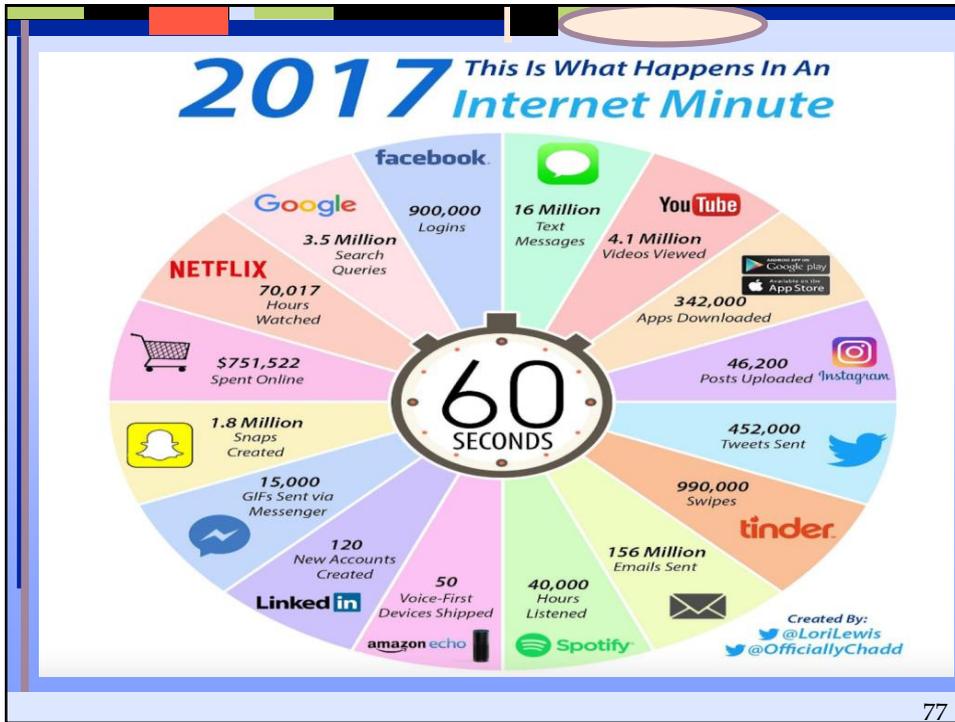


▶ She's not something



2012 Olympic... Find your old Facebook s...

76



77

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- Track your online popularity. Gauge your visibility and search activity — learn how many people are looking for you how often, and from what location.

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78

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Frequently Asked Questions

Below are a list of frequently asked questions. Should you have further questions unanswered in this FAQ, feel free to [contact us](#). You may [contact us](#) via our [contact page](#), or pick up the phone and call.

Is what you are doing legal?

In short, yes. Although people may find this type of act to be unethical, it is legal as long as you are not trying to defraud or fabricate yourself to your local, state, or federal government.

Can I go to jail or get arrested for this?

If you're doing this for employment or for renting a place to live, no. However, if you are trying to deceive any government agency, you very well can get fined and thrown in jail. This is why we only offer this service for personal endurance. Any place that is not government run is eligible.

Can I get a mortgage with this service?

We will not provide employment references or help in any way to get you a home. That is illegal.

How real does my "previous employment" look when you're all done?

When we get done with your project, you will have a very professional website, and business contact that no one will be able to tell apart. Don't worry.

How long does it take once we get started?

Typically, the process takes about 3-5 business days depending on which package you choose and how involved we get.

Should I get a toll free number or a local number?

It's your choice, but we'd probably recommend a local number in your area code for a more authentic presence. But, it depends on the business and industry and we can recommend one or the other when the problem arises.

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www.spoofcard.com

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Tools Help

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Internet

83

What is truth?

84



Finished files are the result of years of scientific study combined with the experience of many years of experts.

85



Finished files are the result of years of scientific study combined with the experience of many years of experts.

86

Is your perception Sometimes your truth?

- *Sometimes we have to take another look at what we think we know*



87

Somewhere in America...

- **Every hour**
someone commits a hate crime.
- **Every day**
at least eight blacks, three whites, three gays, three Jews and one Latino become hate crime victims.
- **Every week**
a cross is burned.

88

Thirty percent of workers say they've heard colleagues use racial or ethnic slurs in the last 12 months. The same number report hearing sexist comments.



89



What can one person do?



90

Adolph Hitler
IVAN THE TERRIBLE
Adolph Eichmann
Pol Pot
Mao Tse-tung
Idi Amin
Joseph Stalin
Genghis Khan

91

Buddha, Rosa Parks, César Chavez
Dalai Lama
Jesus Christ, *MOSES,* Susan B. Anthony
Abraham Lincoln, Martin Luther King
Joan Ganz Cooney, **Mohandas Gandhi**
Amelia Earhart, Muhammad,
Dorothy Day, Bono
A teacher you remember

92



93

Any Questions, Comments, Concerns or Complaints

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EEOC Houston
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713 651 4994 office
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94



Questions?

You may type and submit questions in the Chat Area Text Box or press Control-M and enter text in the Chat Area

95



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96