

Employee Privacy and Their Rights in the Workplace



Managers Guide To Employee Privacy

John J. Fay

Managers Guide To Employee Privacy:

A Manager's Guide to Employee Privacy Kurt H. Decker, 1989-07-03 The Only Non Legalese Guide Available to Employee Privacy Issues A Manager's Guide to Employee Privacy Laws Policies and Procedures Here's a clearly written easy to follow guide for managers that will help you understand the law as it affects your employees privacy rights and obligations in the workplace You'll find straightforward balanced guidance on the legal aspects of virtually every privacy issue including Hiring Procedures Application forms interviewing prospective employees credit checks arrest records criminal convictions fingerprints and photographs reference checks skill testing and immigration requirements Employee Records Maintaining employment and medical records on employees and determining who has access to them Workplace Medical Concerns Smoking alcohol and drug abuse AIDS and physical disabilities Information Collection and Distribution Conducting searches monitoring and surveillance of employee behavior and rules governing the distribution of literature in the workplace There is also thorough coverage of long standing work related matters such as jury or witness duty voting leave whistle blowing sexual harassment and related issues Plus you'll find information on issues relating to privacy outside the workplace including employees outside employment conflicts of interest noncriminal and criminal misconduct and residency requirements

Privacy John M. Husband, 1990 **Privacy in the Workplace** Jon D. Bible, Darien McWhirter, 1990-10-24

Just a few years ago the concept of job related privacy was barely recognized by the law and virtually unknown to most employers Under the legal doctrine of employment at will the conditions of most employment were dictated by employers and workers held their jobs at the discretion of their superiors In the past two decades however numerous laws and court rulings have established the doctrine of workplace privacy the protection of employees and job applicants from attempts by employers to learn information about them and to regulate their activities on and off the job This book examines the multi faceted concept of workplace privacy helping employers and workers to appreciate each other's legal rights and offering practical suggestions for avoiding legal pitfalls A number of general privacy related issues are addressed in the volume including how to balance employee privacy interests with business needs what adjustments should be made in regard to illicit drugs and drug testing and the role of computers in monitoring employees In language stripped of as much legal jargon as possible Jon Bible and Darien McWhirter discuss some basic aspects of our legal system and consider why employee screening attracts so much attention today They review factors that impinge on an employer's right to screen and trace the evolution of the privacy concept from its 1890 recognition as a legal article to its current applications in the field of employment law Finally they explore the privacy implications of specific employment screening devices such as AIDS drug and polygraph testing as well as on the job surveillance and lifestyle activity interference Extensive references are supplied at the end of each chapter and an appendix containing the entire text of the Americans with Disabilities Act of 1990 is also included This study of an important legal issue will be a valuable reference source for the personnel and human resource

professionals in most businesses as well as for any employees who wish to further understand this complicated subject Students of business and employee relations will also find it to be an important resource as will both academic and public libraries [Employee Privacy Rights](#) Ira Michael Shepard,Harry Olsen,1986 Employee privacy rights are considered along with practical problems and permissible parameters of employer activity Included is a state by state analysis of the status of workplace privacy Definitions are offered of invasion of privacy with attention to four types of privacy invasions 1 placing someone in a false light 2 the public disclosure of embarrassing private facts 3 intrusion into someone s solitude and 4 misappropriation of someone s right to publicity to the pecuniary advantage of the defendant Avoiding invasion of privacy and defamation claims requires a coordinated program of information management covering all phases of the employment relationship For the following employment issues legal protections are examined along with actions that can be taken to implement and maintain a management information policy preemployment screening procedures employee records use of polygraphs drug testing employee searches and surveillance regulation of nonworking time and employment references The state guide to right to privacy includes citations of relevant statutes and case law along with narrative explanation SW

[Encyclopedia of Security Management](#) John J. Fay,1993 With coverage of the A to Z topics concerning security managers this volume describes the basics of each topic and the information needed to apply this knowledge to any reader s job business or industry In addition the book s sample policies procedures guides forms checklists and drawings can be easily converted for a security manager s use [Employer's Guide to Workplace Privacy](#) Amy L. Greenspan,2004-08-26 This Guide is a must read for business owners managers and human resource professionals who need to be aware of privacy concerns in the context of the employer employee relationship the Employer s Guide to Workplace Privacy is designed to give employers the tools they need to operate their companies in a way that avoids employee privacy complaints and safeguards company trade secrets The Guide examines the workplace issues that are most likely to raise privacy concerns including employee and applicant testing investigations and monitoring Other topics include confidentiality of employee records employees private conduct and protecting employer information The Guide discusses privacy law throughout the United States and offers strategies for managing privacy issues Sample policies and checklists appear throughout the Guide **[Employer's Guide to Workplace Privacy](#)** Amy Lebowitz Greenspan,2001 The purpose of the Employer s Guide to Workplace Privacy is to give employers the tools to operate their companies in a way that avoids employee privacy complaints and safeguards company trade secrets The Guide examines the workplace issues that are most likely to raise privacy concerns it is a must read for business owners managers and human resource professionals who have an interest in privacy laws within the context of the employer employee relationship The Guide discusses privacy law in the United States and offers strategies for managing privacy issues Sample policies and checklists appear throughout the Guide Topics addressed include Employee Testing Drug and alcohol tests Medical tests Polygraph and honesty tests Skill and psychological tests Investigations Background checks

Investigating employee misconduct Monitoring and Surveillance Monitoring employee computer use and telephone communications Video surveillance of employees Confidentiality and Access Employee medical records Personnel records and much more *BNA's Employee Relations Weekly* ,2011 **Public Administration Series--Bibliography** ,1989

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The Martindale-Hubbell Law Directory ,1998 Whitaker's Book List ,1991 *Current Publications in Legal and Related Fields* ,1991 International Labour Documentation International Labour Office. Central Library and Documentation Branch,1992

Managers Guide To Employee Privacy Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the energy of words has been more evident than ever. They have the capability to inspire, provoke, and ignite change. Such is the essence of the book **Managers Guide To Employee Privacy**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall effect on readers.

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