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Although no direct restrictions restrict a potential employer from checking a candidate's social media and utilizing the material to make their choice as long as they analyze public postings and information. I think that browsing through an individual's social media account is an invasion of confidentiality. Therefore, it should not be permitted since breaching anti-discrimination policies would be simple. In the scenario outlined above, employers should be charged with prejudice if they terminate or refuse to hire an applicant based on conduct that is not illegal after going through their profile. These may include a candidate's religious and political beliefs and their race or sexuality. If a recruiting manager rejects an applicant because of individual concerns, the hiring manager exposes the entire organization to misbehavior and prejudice.

Another reason that is going through an applicant's social media pages is a violation of confidentiality and should not be condoned is that work and personal lives are frequently opposed. Suppose a candidate's social media profile (mainly, non-LinkedIn streams like Facebook) appears excessively unruly but not outwardly offensive; in that case, employers should consider that most individuals live a completely different life beyond the workplace (Cabrelli, 2020). Similarly, recruiting teams may view photographs of a candidate partying on Facebook and dismiss the applicant, even if they were the most suited prospect they found. This concern is an essential truth that companies that screen applicants on social media must consider.

Lastly, equal treatment of applicants is another concern; thus, going through applicant's social media profiles should be considered a violation of their confidentiality; therefore, it should not be allowed. If companies do unstructured social media checks with no stated policy or standard approach, a candidate who is not employed or vetted may be able to allege favoritism.

And if an organization is informed of a candidate's privileged qualities, it is hard to demonstrate that the data were not considered in the hiring process.

Reference

Cabrelli, D. (2020). *Employment law in context*. Oxford University Press.

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