

When you post on social medias ...

Be aware who you share information with

- ▶ **Sharing options** of social medias allow you to reach either a single person, a group of people or everybody (which renders the sharing public).
- ▶ A public posting on social medias will often reach **many more people** than an article published in a traditional paper media.
- ▶ A personal post to a "friend" can be copied, transferred to other "friends" and can become **easily accessible** to everybody.



Be careful with the content of your messages

- ▶ Your "wall" can be visited by your employer, especially during the pre-hiring period or during illness leave, and s/he can use its content to contradict your medical condition.



- ▶ Content posted on social medias are accepted in Court by arbitrators, and this could have a **serious impact on your credibility** in Court.

- ▶ Spontaneous comments or postings have resulted in disciplinary measures, **going as far as dismissals.**



- ▶ Content published on social medias can be considered as **defamation** when persons or companies are **directly targeted**.

- ▶ It is possible, in some cases, to have an arbitrator call back a witness who published **information contradicting** his/her previous testimony.



Be careful with the time spent on social medias during working hours

- ▶ A grievance arbitrator has considered the use of social medias on working hours as **time theft.**



Correct or withdraw inappropriate posts as soon as possible

- ▶ Grievance arbitrators can consider **attenuating factors**: the short duration of a post, a small number of viewings and apologies from the employee.



Briefly...

USE COMMON SENSE when you publish (pictures, graphics, videos, sound tracks and comments) on social medias!