

McCloskey Partners, LLC  
Human Resource Solution Provider

**Four basic safeguards  
your hiring and social media policies  
shouldn't be without!**

You've interviewed a great candidate. Now you want to go online and research them further. Be aware of how you use the data you find via social media sites. It could lead to discriminatory hiring practices. For instance, an applicant's Facebook profile may provide information on their race, religion, sexual orientation, marital status or other sensitive personal facts. The applicant's pictures or daily updates may show that they are pregnant. Once you know this information, it's difficult to not let it factor into your hiring decision, and can leave you open to lawsuits if job applicants think it affected their ability to secure a position.

Staying abreast of the latest in social media legislation can be an incredible challenge for a small company or new start-up with minimal HR staffing. Interpreting what these policies mean for you specifically can be even more daunting, as it can be difficult to know what's acceptable and not acceptable in this area. Federal laws prohibit employment discrimination against qualified individuals with disabilities, and do not allow bias based on race, color, religion, sex, national origin, age, as well as other considerations. State and local laws may impose even stricter rules depending on where your organization is headquartered.

Using social media to find out more about a potential hire can be a double-edged sword. It can work for you, or leave you open to legal liability if information that could be deemed discriminatory is used in the hiring process. Make sure you've got policies in place to help close this important legal gap – it's too important an area to ignore. Contact McCloskey Partners, LLC today and we'll help you get a plan in place to keep you up-to-date - and hiring!

McCloskey Partners 623 W. Market Street, Perkasie, PA 18944  
215-453-1978 phone; 215-220-3422 fax

[www.mccloskeypartners.com](http://www.mccloskeypartners.com); email:  
[info@mccloskeypartners.com](mailto:info@mccloskeypartners.com).