



**MICHIGAN STATE**  

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**U N I V E R S I T Y**

**Summary of State Social Media  
Legislation**

**2022**

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## Summary of State Social Media Legislation

Many states have passed into law, or have introduced legislation, regarding access to personal social media and other personal Internet accounts. For the most up-to-date list of recent legislative action, and the disposition of that action, visit the National Conference of State Legislatures at [NCSL.org](http://NCSL.org).

The statutes, in varying degrees, prohibit employers (and in some instances, colleges and universities) from:

- Requesting or requiring that an employee or applicant (or student in the case of colleges and universities) provide access to their personal social media accounts
- Requesting or requiring an employee or applicant (or student) open a personal social media account in the employer's presence
- Adding an employer to the employee or applicant's (or student's) list of friends or contacts
- Altering the employee or applicant's (or student's) privacy settings

State	Effective Date	Prohibits/Allows	Remedies
<a href="#">Arkansas</a>	04/22/13	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant                      Turnover personal account login information                      Add employer or a third party to contact list                      Change privacy settings so that a third party can view</p> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b>                      Viewing of publicly available information                      Mandatory access to employer-provided accounts and devices</p>	Civil penalties or criminal misdemeanor fines of between \$10.00 and \$100 per violation

<a href="#">California</a>	01/01/14	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Disclose account content except what is allowed below</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory login turnover to access employer-owned device</li> <li>- Reasonable-belief investigation into employee misconduct</li> </ul>	Potential Private Attorney General Act (PAGA) claims. PAGA allows employees to pursue civil penalties on behalf of the State of CA Labor and Workforce Development Agency
<a href="#">Colorado</a>	05/11/13	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Add employer or a third party to contact list</li> <li>- Change privacy settings so that a third party can view</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory turnover of non-personal account login</li> <li>- Investigations of personal accounts in situations involving <ul style="list-style-type: none"> <li>o Employee theft</li> </ul> </li> </ul>	Fines up to \$1,000 for the first violation and up to \$5,000 for each subsequent violation.

		<ul style="list-style-type: none"> <li>○ Violation of employer policies</li> <li>○ Violations of securities and financial laws/regulations</li> </ul>	
<a href="#">Connecticut</a>	06/06/16	<p><b>Prohibits:</b> employer from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Invite or accept an invite from the employer to join a group affiliated with any personal account of either party</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Monitoring, reviewing, or accessing electronic data in a device paid for in whole, or in part, by the employer</li> <li>- Investigations of personal accounts in situations involving <ul style="list-style-type: none"> <li>○ Compliance with state or federal law</li> <li>○ Work-related employee misconduct based on specific information about activity on the owner's personal account</li> <li>○ The receipt of information about an unauthorized transfer of company information to the owner's personal accounts</li> </ul> </li> </ul>	<p>If an employer does retaliate against an employee, they may be entitled to up to \$500 for the first violation and \$1,000 for each subsequent violation. They may also give the employee all appropriate relief including reinstatement, back pay, reestablishment of benefits, or any other remedies the commissioner may deem appropriate.</p> <p>If an employer refuses to hire an applicant, they may be entitled up to \$25 for the first violation and \$500 for each subsequent violation</p>
<a href="#">Delaware</a>	08/07/15	<p><b>Prohibits:</b> employer from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Use social media as a condition of employment</li> <li>- Accept an invite from the employer to join a group affiliated with any personal account or add employer or a third party to contact list</li> </ul>	Unclear

		<ul style="list-style-type: none"> <li>- Change privacy settings so that a third party can view</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Investigations of personal accounts in situations involving <ul style="list-style-type: none"> <li>o Compliance with state or federal law</li> <li>o Work-related employee misconduct based on specific information about activity on the owner's personal account</li> </ul> </li> <li>- Monitoring, reviewing, accessing, or blocking data stored on an employer's network or devices supplied or paid by the employer.</li> <li>- Viewing of publicly available information</li> <li>- Complying with the duty to screen applicant/employees that is established under federal or state law or during a law enforcement application or conduct investigation performed by a law enforcement agency.</li> </ul>	
<a href="#">Hawaii</a>	06/10/21	<p><b>Prohibits:</b> employer from requesting, coercing, or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Disclose the content of the account unless completely voluntary upon an employer request</li> <li>- Change privacy settings so that a third party can view</li> <li>- Access account in the presence of the employer</li> <li>- Turn over an unlocked personal device for purposes of gaining access to protected personal accounts</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Viewing of publicly available information</li> <li>- Complying with the duty to screen applicant/employees</li> </ul>	<p>The attorney general can bring a civil action against a violating employer. Penalties may include:</p> <ul style="list-style-type: none"> <li>- Injunctions</li> <li>- Up to \$1,000 per violation, not exceeding \$100,000 for all violations caused by the same event</li> <li>- Actual and general damages</li> <li>- Costs and reasonable attorney fees</li> </ul>

		<p>that is established under federal or state law or during a law enforcement application or conduct investigation performed by a law enforcement agency.</p> <ul style="list-style-type: none"> <li>- Creating policy pertaining to the use of employer supplied devices</li> <li>- Investigations of personal accounts in situations involving <ul style="list-style-type: none"> <li>o Compliance with state or federal law</li> <li>o Work-related employee misconduct based on specific information about activity on the owner's personal account</li> <li>o Threats to safety including, violence in the workplace, threats to employer information or systems, and/or threats to employer property</li> </ul> </li> </ul>	
<a href="#">Illinois</a>	01/01/17	<p><b>Prohibits:</b> employer from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Provide employer access</li> <li>- Add employer or a third party to contact list</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Viewing of publicly available information</li> <li>- Lawful workplace-device and internet use policies</li> <li>- Network and email monitoring</li> <li>- Compliance with state and federal laws when applicable</li> <li>- Prohibiting the use of a personal account for business purposes</li> <li>- Prohibiting the use of a personal account during business hours, while on property, or while using employer supplied resources</li> <li>- Request of account information for investigations regarding <ul style="list-style-type: none"> <li>• Allegations of unauthorized transfers of employer information to a personal account</li> </ul> </li> </ul>	Complaints to the Department of Labor, employee private actions for damages. For willful violations: damages, attorneys' fees, \$200 penalty

		<ul style="list-style-type: none"> <li>• Violation of state or federal law</li> <li>• Threats to safety including, violence in the workplace, threats to employer information or systems, and/or threats to employer property</li> </ul>	
<a href="#">Louisiana</a>	05/22/14	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b> Employer to requesting or requiring an employee or applicant for employment to disclose any username, password, or other authentication information to the employer to gain access to or operate any of the following:</p>	Unclear



		<ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Disciplining or discharging an employee for transferring the employer's proprietary or confidential information or financial data to an employee's personal online account without the employer's authorization.</li> <li>- Investigating or requiring an employee or applicant to cooperate in an investigation in any of the following circumstances: <ul style="list-style-type: none"> <li>o If there is specific information about activity on the employee's personal online account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct.</li> <li>o If the employer has specific information about an unauthorized transfer of the employer's proprietary information, confidential information, or financial data to an employee's or applicant's personal online account.</li> <li>o Investigating or requiring an employee or applicant to cooperate in an investigation as specified in this Subsection, including requiring the employee or applicant to share the content that has been reported in order to make a factual determination, without obtaining the username and password to the employee's or applicant's personal online account.</li> <li>o Restricting or prohibiting an employee's or</li> </ul> </li> </ul>	
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		applicant's access to certain websites while using an electronic communications device paid for or supplied in whole or in part by the employer or while using an employer's network or resources, in accordance with state and federal law.	
<a href="#">Maine</a>	10/15/15	<p><b>Prohibits:</b> employers from requiring that or coercing an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Disclose any information on the personal account</li> <li>- Add employer or a third party to contact list</li> <li>- Change privacy settings so that a third party can view</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Viewing of publicly available information</li> <li>- Duty to screen or supervise under obligation of state or federal law</li> <li>- Investigations of employee misconduct or a workplace-related violation of laws or rules</li> <li>- Workplace policies to be created governing the use of the employer's equipment</li> </ul>	If not less than \$100 for the first violation, not less than \$250 for the second, and not less than \$500 for each subsequent violation

<a href="#">Maryland</a>	09/01/12	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Grant employer access</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Employers may investigate accounts that are used for business purposes</li> </ul>	Potential for injunctive relief, damages, or other relief
<a href="#">Michigan</a>	12/28/12	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Request access to, or observation of, login information for “personal internet accounts”</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> </ul>	Criminal misdemeanor or civil actions up to \$1,000 plus attorneys’ fees

		<ul style="list-style-type: none"><li>- Discipline or discharge an employee for transferring the employer's proprietary or confidential information or financial data to an employee's personal internet account without authorization</li><li>- Conduct an investigation in specific circumstances</li><li>- Restrict or prohibit an employee's access to certain websites while using an electronic communications device paid for, in whole or in part, by the employer or while using an employer's network or resources</li></ul>	
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<a href="#">Montana</a>	04/23/15	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Divulge information in a social media account as a condition of employment</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Request of login information regarding work-related misconduct or criminal defamation</li> <li>- Investigation if employer has specific information about a transfer of employer data to a personal account</li> <li>- Request of login information to ensure compliance with federal laws or regulatory requirements</li> <li>- Request of information from a personal account if directly involved in an investigation</li> <li>- Policies to be made about use of social media accounts on employer supplied devices and/networks</li> </ul>	Damages are limited to \$500 or actual damages up to \$7,000
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<a href="#">Nebraska</a>	04/19/16	<p><b>Prohibited:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Add employer or a third party to contact list</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Create and maintain lawful workplace policies regarding the use of employer provided technology</li> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Restrict or limit employee access to certain websites while using an employer device or network</li> <li>- Monitor, review, access, or block electronic data stored on an employer device or network</li> <li>- Viewing of publicly available information</li> <li>- Conduct investigations regarding: <ul style="list-style-type: none"> <li>• Potentially wrongful activity taking place on the personal internet account for the purpose of compliance with applicable laws and regulations against employee misconduct</li> <li>• An unauthorized transfer of employer data to the personal internet account without permission</li> </ul> </li> <li>- Taking adverse action for the unauthorized transfer of employer data</li> <li>- Comply with federal and state requirements to screen employees of applicants</li> <li>- Comply with law enforcement investigations conducted by a law enforcement agency</li> </ul>	Civil action lawsuit is filed at the District Court level in the county in which the violation occurred. The court will try this case as a normal civil action and will address the appropriate punishment.
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<a href="#">Nevada</a>	10/01/13	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Monitoring for self-regulatory companies</li> </ul>	Possible complaints with Nevada Human Rights Commission
<a href="#">New Hampshire</a>	09/30/14	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Add employer or a third party to contact list</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Create and enforce lawful workplace policies governing the use of employer technology</li> <li>- Monitor usage of employer devices and networks</li> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Viewing of publicly available information</li> <li>- Conducting investigations regarding: <ul style="list-style-type: none"> <li>• Compliance with applicable laws and regulations against work-related employee misconduct regarding a personal internet account</li> <li>• An unauthorized transfer of employer information to a personal account</li> </ul> </li> </ul>	Unsure

<a href="#">New Jersey</a>	12/01/13	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Waive protected rights</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Employer policies for use of employer devices and accounts</li> <li>- Investigating account activity related to work misconduct or theft of employer information</li> <li>- Viewing of publicly available information</li> </ul>	Civil penalties up to \$1,000 for first violation and \$2,500 for each subsequent violation
<a href="#">New Mexico</a>	06/14/13	<p><b>Prohibits:</b> Employer from requesting or requiring that <u>applicants</u> (does not apply to employees)</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Grant other ways to access account</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Workplace policies regarding device and network use</li> <li>- Monitoring of equipment and network without mandatory account access</li> <li>- Viewing of publicly available information</li> </ul>	Unclear



<a href="#">Oklahoma</a>	11/01/14	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Viewing personal accounts that have been used on the employer’s network or devices</li> <li>- Investigations regarding: <ul style="list-style-type: none"> <li>• Work-related misconduct involving a personal social media account</li> <li>• Unauthorized transfers of employer data to a personal account</li> </ul> </li> </ul>	<p>An employee or prospective employee can file a civil action against the employer. It needs to be filed within 6 months of the event occurring. The only recoverable damages are \$500 per violation.</p>
<a href="#">Oregon</a>	01/01/14	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Authorize the employer to advertise on the personal account</li> <li>- Access account in the presence of the employer</li> <li>- Add employer or a third party to contact list</li> </ul>	<p>Applicants, employees, or the Attorney General may sue for:</p> <ul style="list-style-type: none"> <li>- \$200 penalty</li> <li>- Punitive damages</li> </ul>

		<p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Investigations regarding the receipt of work-related misconduct</li> </ul>	<ul style="list-style-type: none"> <li>- Injunctions</li> <li>- Attorneys' fees</li> <li>- Reinstatement</li> <li>- Back pay</li> <li>- "Other appropriate relief"</li> </ul>
<a href="#">Rhode Island</a>	06/30/14	<p><b>Prohibits:</b> employers from requesting, coercing, or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Divulge and personal account information or content</li> <li>- Add employer or a third party to contact list</li> <li>- Change privacy settings so that a third party can view</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Compliance with a duty to screen employees/applicants as allowed by federal and state law</li> <li>- Investigations regarding work-related misconduct or violation of applicable laws and regulations</li> </ul>	In any civil action the court may award declaratory relief, damages, reasonable attorney's costs, and injunctive relief against any employer, or agent of the employer, who commits a violation
<a href="#">Tennessee</a>	01/01/15	<p><b>Prohibits:</b> employers from requesting, coercing, or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Add employer or a third party to contact list</li> <li>- Access account in the presence of the employer</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p>	Can sue for up to \$1,000.00 in damages for each violation, plus reasonable attorney's fees and court costs.

		<p><b>Allows:</b></p> <ul style="list-style-type: none"><li>- Mandatory access to employer-provided accounts and devices</li><li>- Disciplining or discharging an employee for transferring employer data to a personal account without permission</li><li>- Investigations regarding:<ul style="list-style-type: none"><li>• Work-related misconduct or compliance with applicable laws or regulations</li><li>• Unauthorized transfers of employer information to a personal account</li></ul></li><li>- Restricting websites while using an employer provided device or network</li><li>- Monitoring, reviewing, accessing, or blocking electronic data stored on an employer supplied device or network</li><li>- Complying with a duty to screen employees or applicants as permissible by federal and state law</li><li>- Viewing of publicly available information</li></ul>	
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<a href="#">Utah</a>	05/14/13	<p><b>Prohibits:</b> employers from requesting or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Discipline for theft of employer information</li> <li>- Information-based investigations and cooperation in such investigations of <ul style="list-style-type: none"> <li>o employee account activities which raise compliance issues</li> <li>o theft of employer information</li> </ul> </li> <li>- Restriction of access on employer’s network and devices</li> <li>- Viewing of publicly available information</li> <li>- Legally obligated screening of employees in self-regulatory companies</li> </ul>	Civil action with a maximum \$500 award
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<a href="#">Vermont</a>	01/01/18	<p><b>Prohibits:</b> employers from requesting, coercing, or requiring that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information or an electronic device to access the social media account</li> <li>- Access account in the presence of the employer</li> <li>- Divulge any content from a personal account</li> <li>- Change privacy settings so that a third party can view</li> <li>- Add employer or a third party to their contact list</li> <li>- Create an agreement to waive rights listed in this law</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Compliance with employer’s legal and regulatory obligations</li> <li>- Investigating the allegation of an unauthorized transfer of employer information through a personal social media account</li> <li>- Investigating the allegation of unlawful harassment or threats in the workplace, or discriminatory content concerning another employee</li> <li>- Law enforcement agencies to gain access to an account for screening purposes</li> <li>- Mandatory access to employer-provided accounts and devices</li> </ul>	Compensatory and punitive damages or equitable relief. This includes restraint of prohibited acts, reinstatement of wages and benefits, reinstatement, costs, reasonable attorney fees, and other appropriate relief.
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<a href="#">Washington</a>	07/28/13	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Access account in the presence of the employer</li> <li>- Add employer or a third party to contact list</li> <li>- Change privacy settings so that a third party can view</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p> <p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to personal account (may not require turning over of login information) for information-based investigation of personal account activity raising issues of <ul style="list-style-type: none"> <li>o Work-related misconduct</li> <li>o Compliance</li> <li>o Theft of employer information</li> </ul> </li> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Enforcement of employer policies that are not in violation of law, regulation or statutes</li> </ul>	<p>Employees and applicants may bring a civil action forward. The court may:</p> <ul style="list-style-type: none"> <li>- Damages</li> <li>- Injunctions</li> <li>- Attorneys' fees</li> <li>- Reinstatement</li> <li>- Back pay</li> <li>- \$500 penalty</li> <li>- "Other appropriate relief"</li> </ul>
<a href="#">Wisconsin</a>	02/10/14	<p><b>Prohibits:</b> employer from requiring or requesting that an employee or applicant</p> <ul style="list-style-type: none"> <li>- Turnover personal account login information</li> <li>- Other required account access</li> </ul> <p>Also prohibits retaliation or rejection of an applicant for refusing such requests.</p>	<ul style="list-style-type: none"> <li>- Maximum \$1,000</li> <li>- Back pay</li> <li>- Reinstatement</li> <li>- Front pay</li> </ul>

		<p><b>Allows:</b></p> <ul style="list-style-type: none"> <li>- Mandatory access to employer-provided accounts and devices</li> <li>- Adverse employment action for proprietary information or financial data theft</li> <li>- Mandatory access to personal account (may not require login information) for information-based investigation of personal account activity raising issues of <ul style="list-style-type: none"> <li>o work related misconduct</li> <li>o compliance</li> <li>o theft of employer information</li> </ul> </li> <li>- Compliance with legally required screening</li> <li>- Viewing of publicly available information</li> <li>- Restriction of access to internet sites using employer-owned devices or networks</li> <li>- Mandatory disclosure of employees' personal email addresses</li> </ul>	
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Note: Some of the laws listed above also apply to educational institutions. Delaware has a social media privacy statute that applies only to academic institutions regarding students. The Wisconsin statute also applies to tenants.

Every effort has been made to ensure that this list is current. Since legislation is pending in a number of states, check online for the most recent legislation. Check either your state's website or the National Conference of State Legislatures.

The information contained in this presentation is for educational purposes and does not constitute legal advice.

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