

Social Media and the Law

by Paul Scholey and
Daniel Kindell

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It is impossible to overstate the impact that new forms of social media have had on the way that we communicate. Whether it is e-mail, the Web, Facebook, Instagram, Snapchat or YouTube, questions are increasingly being asked about how social media is affecting the dissemination of news – or fake news – across the world. .

But nowhere has the effect of social media had the same direct impact on individuals as we have seen in the workplace. What used to be a “word after work in the pub” has become a remark now set in stone and capable of being copied, pasted and transmitted to hundreds or thousands of others.

In this publication the authors examine the interplay between social media and workplace rights including the right not to be unfairly dismissed and rights in relation to discrimination and harassment. They conclude by using their examination of case law to offer handy tips for those facing charges relating to posting inappropriate materials on social media.

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