for the SMALL BUSINESS COUNCIL

a simulated breakfast forum on

EMPLOYEE MONITORING in the Workplace
Employee Monitoring

Facts & Figures:

86% of employees use office email for personal reasons

37% of employees surf the Web constantly

30% of American workers watch sports online while at work

77% of companies keep tabs on employees

Non-work related Internet surfing results in up to a 40% loss in productivity each year at American businesses!
Employee Monitoring

A Right to Privacy:

• electronic surveillance is a new form of spying

• sharing personal information steals our dignity
  – employment records
  – financial status
  – medical histories

• what’s next on this slippery slope?
  – genetic testing
  – “active badges”

A Right to Know:

• your time is my money! (productivity)

• folders aren’t lockers (work product)

• no one should be harassed (monitoring software)

• email is eternal (archival evidence)
"Table Talk"

(1) Does corporate interest always trump personal privacy?

(2) Where is the proverbial “line” to be drawn to protect individual rights?

(3) Is there any value to “trust” in the workplace?
What to “take away” from today

(1) ethics does affect your “bottom line”

(2) creating an ethical “culture” is good for business

(3) leaders model ethics ... and others will follow!
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