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Legal Dangers of Social Media Recruiting

Live Webinar April 18, 2019 • 1:00 PM - 2:30 PM ET

Gain an understanding of the legal risks that are associated with internet employee recruitment process.

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With employer access to greater information in the internet age, many have decided to utilize web-based social media outlets as a source of recruiting data for possible employees. However, in utilizing such sources of information, employers must be aware of the legal risks associated with accessing such internet avenues as part of their employee recruitment process. This topic will cover the use of such recruitment tools and you will learn what legal limitations apply in this area to hopefully help you navigate the legal channels associated with the use of such sources of recruitment information.

Learning Objectives

After attending this live webinar, you will be able to:

- define risk situations better.
- identify legal issues associated with use of social media as a recruiting tool.
- recognize what laws may be implicated by your social media explorations.
- explain to persons involved in the company's hiring/recruitment process the best ways to utilize social media tools with the least legal risk.

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Printable registration form available upon request.

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Agenda

Understanding the Legal Risks

- Knowing the Limits on What Information May Be Considered During Recruiting Process
- Learning About the Limits on What Can Be Considered in Making Hiring Decisions
- Properly Training Persons Involved in Recruiting Process on the Legal Risks

Knowing the Laws Implicated

- Anti-Discrimination and Anti-Retaliation Laws
- Following All Required Background Check Laws
- Understanding Ban-The-Box and Recent Legal Changes in Area of Obtaining Recruitment Information

Minimizing the Legal Risks

- Ensuring Lack of Exposure Thorough Understanding of the Law
- Appreciating the Legal Risks Involved
- Utilization of Alternative Methods of Obtaining Recruitment Information

General Information: Includes free downloadable manual with attendance. This live webinar may be recorded by Lorman Education. If you need special accommodations, please contact us two weeks in advance of the program. Lorman Education Services is not approved to offer self-study CPE credit for accountants; therefore, no CPE will be given for this program if ordered as a self-study package. ©2019 Lorman Education Services. All rights reserved. **Cancellations:** Substitute registrants can be named at any time. A full refund, less a \$20 service charge, will be given if notification is given six or more business days in advance. Notification of less than six business days will result in a credit that can be applied to any Lorman products or services. If you do not cancel or attend, you are responsible for the entire payment.

Faculty

Ralph R. Smith 3rd, Esq.

- Shareholder and co-chair of the Labor and Employment Department of the law firm of Capehart & Scatchard, P.A.
- Concentrates practice in the areas of labor and employment law, and complex commercial litigation
- Represents companies in all kinds of labor and employment-related litigation in the federal and state courts of New Jersey and Pennsylvania
- Regularly counsels clients on issues of compliance with both federal and state employment laws, including those that impact the area of employee background checks and dealing with arrested employees
- Lectures widely and writes frequently in the field of labor and employment law
- Has lectured at many Lorman Education Services seminars
- Served as an adjunct professor at The Widener University Graduate School of Business, teaching labor and employment law
- Member of the New Jersey Federal Bar Association; the New Jersey State Bar Association; the Historical Society of the U.S. District Court for the District of New Jersey; and the Camden County Bar Association, Labor and Employment Committee
- Can be contacted at 856-914-2079 or rsmith@capehart.com

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