[Your Name]

[Instructor Name]

[Course Number]

[Date]

Legal and Ethical Aspects of Workplace Monitoring of Employees

Workplace monitoring of employees is becoming a common activity by employers in many companies around the world. However, the ethical and legal aspect of employee monitoring at their workstations continues to raise questions. With changes in technology, workplace practices must inevitably change. One of the changes that have come with the increased use of technology is employee monitoring using computer programs. Employers can tell what the employee is doing on their computer and what files they have on their computer remotely.

Although the law fails to provide concrete guidelines on employee monitoring, it is considered legal. Employers are allowed to monitor the activities of their employees to ensure that the business is secure. This prevents employees from engaging in illegal activities such as selling internal trade secrets and misuse of company resources by engaging in activities that are not work-related. The law has permitted employers to monitor their employees and courts have accepted evidence from employee monitoring as admissible in court (Yerby 49).

The ethical aspects of employee monitoring, however, remain a challenge for most employees as they feel it is an invasion of privacy. To ensure that employee monitoring stays within the acceptable ethical threshold, employers should engage in certain monitoring practices. Employers should ensure that the monitoring is not selective. All employees should be monitored the same to avoid issues of discrimination and harassment. The monitoring process should be transparent and all employees should know that their activities on company computers are monitored (Freedman). When data is being collected, the employer should ensure that sensitive and personal data is not collected. The employer should draw clear boundaries between professional and private data. This will make the motivation for monitoring remain strictly professional.

# Works Cited

Freedman, Max. *Spying on Your Employees? Better Understand the Law First*. 2023. <https://www.businessnewsdaily.com/6685-employee-monitoring-privacy.html>.

Yerby, Johnathan. "Legal and ethical issues of employee monitoring." *Online Journal of Applied Knowledge Management (OJAKM)* 1.2 (2013): 44-55.