In a leadership role in the U.S., I would advocate for a balanced approach to employee web monitoring—prioritizing security while respecting privacy. Restricting access to high-risk websites, such as those associated with malware, illegal activity, or extremist content, is necessary to protect company data and infrastructure. However, excessive monitoring—such as tracking employees’ job searches or personal medical research—can create a culture of distrust and infringe on individual rights. Employees should feel confident that reasonable personal browsing is not being scrutinized unless there is a legitimate security concern, such as evidence of policy violations or cybersecurity threats.