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PROTECTING THE RIGHTS OF EMPLOYEES.

Talk To An Attorney Today!

“So thankful for the team assigned to my case. They truly showed care for my situation and worked diligently to get my case solved and taken care of. Thank you for helping and staying so clear with information and being very easy to get in touch with. Would recommend to all!”

- A.L.

CAN YOU BE FIRED FOR SOCIAL MEDIA POSTS OUTSIDE OF WORK?

Social media has become a part of our daily lives, allowing us to express opinions, share moments, and connect with others worldwide. But what happens when your social media activity intersects with your professional life?

Many employees ask this: can you be fired for social media posts made outside of work hours? Unfortunately, the answer isn't always straightforward and often depends on the nuances of employment law, workplace policies, and your employer's perception of your online activity.

Barrett & Farahany explore the key considerations regarding employment and social media use, including at-will employment, potential reputation risks, social media policies, and legal protections.



SOCIAL MEDIA POSTS AND REPUTATION RISKS

Employers place significant importance on their company's image. When an employee's public social media posts come under public scrutiny, it can reflect directly on the employer — sometimes with damaging effects.

Posts that could tarnish a company's reputation, harm relationships with clients, or indicate unprofessional conduct may serve as grounds for disciplinary action, even if these posts are made outside of work hours.

Some examples of social media posts that could lead to termination include:

- **Derogatory Comments:** Criticizing your employer, coworkers, or clients online.
- **Offensive Content:** Sharing discriminatory or inappropriate material.
- **Illegal Activity:** Posting content that promotes illegal behavior.

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Our Attorneys Represent Clients Across Several States

Our ability to offer a comprehensive array of legal services across numerous states is made possible by our strategically positioned network of attorneys. Our

attorneys are situated in states across America, and proudly extend our renowned brand of resources to its respective region. Led by seasoned and highly connected legal teams, our offices deliver invaluable legal representation tailored to the unique needs of each state they serve.



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