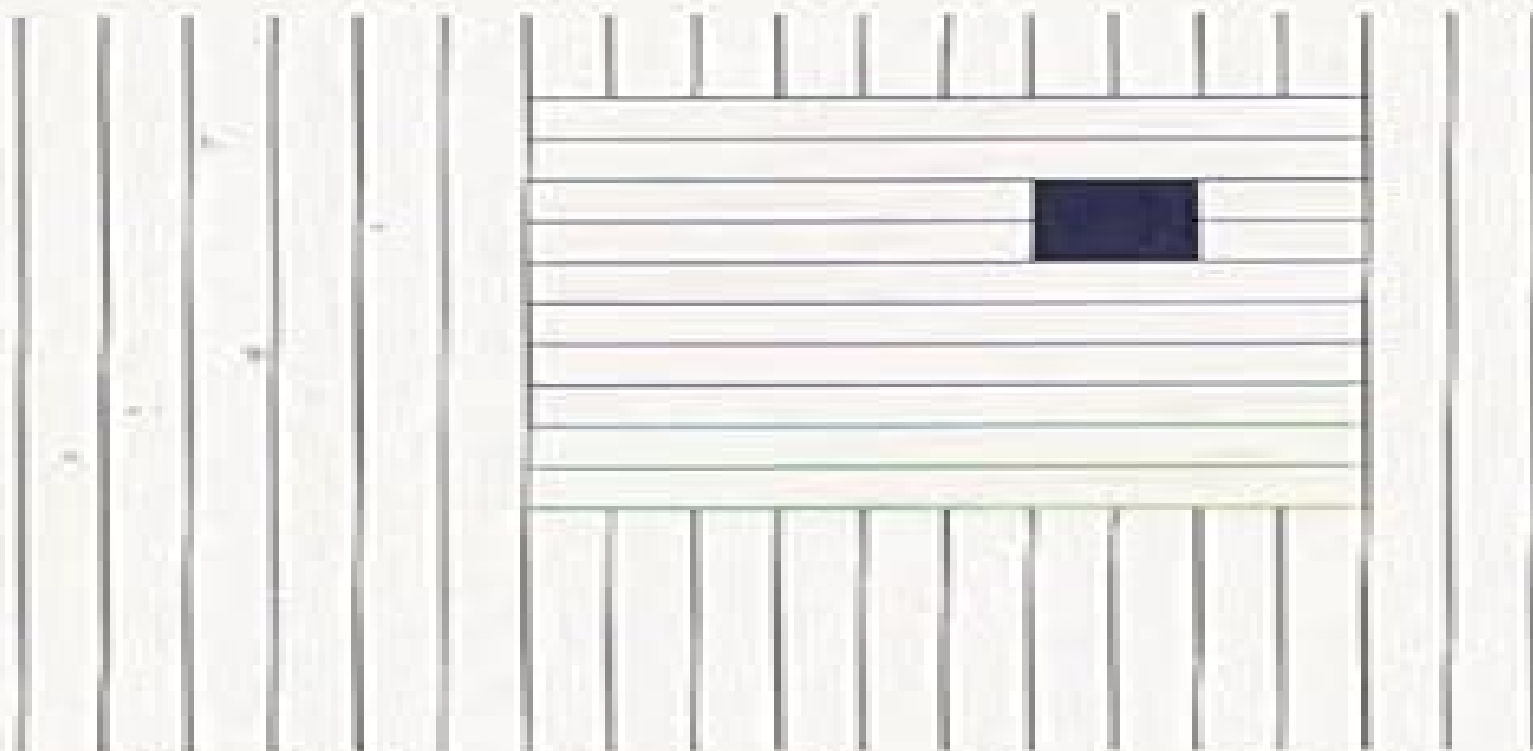




PRIVACY IN THE WORKPLACE

**A GUIDE FOR
HUMAN RESOURCE MANAGERS**

JON D. BIBLE / DARIEN A. McWHIRTER

Privacy In The Workplace A Guide For Human Resource Managers

Jon D. Bible, Darien McWhirter



Privacy In The Workplace A Guide For Human Resource Managers:

Privacy in the Workplace Jon D. Bible, Darien McWhirter, 1990-10-24 Just a few years ago the concept of job related privacy was barely recognized by the law and virtually unknown to most employers Under the legal doctrine of employment at will the conditions of most employment were dictated by employers and workers held their jobs at the discretion of their superiors In the past two decades however numerous laws and court rulings have established the doctrine of workplace privacy the protection of employees and job applicants from attempts by employers to learn information about them and to regulate their activities on and off the job This book examines the multi faceted concept of workplace privacy helping employers and workers to appreciate each other s legal rights and offering practical suggestions for avoiding legal pitfalls A number of general privacy related issues are addressed in the volume including how to balance employee privacy interests with business needs what adjustments should be made in regard to illicit drugs and drug testing and the role of computers in monitoring employees In language stripped of as much legal jargon as possible Jon Bible and Darien McWhirter discuss some basic aspects of our legal system and consider why employee screening attracts so much attention today They review factors that impinge on an employer s right to screen and trace the evolution of the privacy concept from its 1890 recognition as a legal article to its current applications in the field of employment law Finally they explore the privacy implications of specific employment screening devices such as AIDS drug and polygraph testing as well as on the job surveillance and lifestyle activity interference Extensive references are supplied at the end of each chapter and an appendix containing the entire text of the Americans with Disabilities Act of 1990 is also included This study of an important legal issue will be a valuable reference source for the personnel and human resource professionals in most businesses as well as for any employees who wish to further understand this complicated subject Students of business and employee relations will also find it to be an important resource as will both academic and public libraries

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