

# Can an Employee Say That? Employees' Freedom of Speech on Social Media and the Consequences Thereof in the United States and Canada

Speaking Engagement

National Academy of Arbitrators, Seminar; Boston, MA

May 8, 2024 - May 10, 2024

Larry James alongside two other panelists use this session to examine ways in which social media (such as Facebook, Twitter, Instagram, WhatsApp, email, etc.) can impact employment matters in the U.S. and Canada. The panelists address the use of social media as part of a disciplinary investigation, related constitutional issues and limitations on employers and employees. They also examine social media policies and how they are designed to provide guidelines and requirements for your organization's social media use as well as how employees use social media, both personally and professionally.

## PROFESSIONALS

Larry H. James  
Partner