

# Hope Eastman Provides Commentary in SHRM Article on Employee Cellphone Privacy

Hope Eastman provides commentary in Society for Human Resources article, "Questions About Employee Cellphone Privacy: The answers may surprise you," by Aliah D. Wright (March 2, 2017).

*This is why employers need specific policies that address company expectations about employee behaviors, including when workers are using their own devices, said Washington, D.C.-based attorney Hope Eastman, co-chair of the employment law practice of Paley Rothman Attorneys at Law, which is headquartered in Bethesda, Md.*

*"Under most circumstances, it is not illegal for an employer to monitor its employees' e-mail and Internet activity," Eastman said.*

*"As employees are increasingly using their personal phones for work, employers should [develop] 'bring your own device' (BYOD) policies. The law is in flux as the courts begin to grapple with this issue. Policies should provide that [personal devices used under a BYOD plan]—at least with respect to work communications—can be searched by employers either during employment or at termination."*

Hope is Co-Chair of the firm's Employment Law practice group.

The rest of Hope's comments and the full article, "Questions About Employee Cellphone Privacy: The answers may surprise you," can be found on SHRM website.