

WE ARE YOUR DOL



Department  
of Labor

## NEW PERSONAL ACCOUNT PRIVACY LAW

Under **New York State Labor Law (Section 201-i)** employers cannot ask or require employees, or potential employees, to provide their personal social media account password, username, or access to their personal social media account in any way. The law applies to all personal accounts or profiles that are accessible on a computer, phone, tablet or other device where users can create, share, or view user created content such as videos, photographs, blogs, podcasts, instant messages, profiles, or locations for personal purposes.

### **AN EMPLOYER, OR POTENTIAL EMPLOYER CANNOT ASK, REQUIRE, OR FORCE YOU TO:**

- Share your personal account username, password, or any other information that can be used to access a personal account.
- Access your personal account in front of the employer.

### **IF YOU ARE ASKED FOR YOUR PROFILE INFORMATION BY YOUR BOSS OR ON A JOB INTERVIEW, YOU CAN SAY NO!**

- Employers cannot fire, discipline or otherwise punish an employee for refusing to share this information.
- An employer cannot refuse to hire you because you refused to share this information.

This law does not apply to employer-provided accounts or devices that are used for business purposes, as long as your employer told you in advance of their plan to access such accounts/devices.

### **PLEASE NOTE**

Your employer will always have access to any information that is available in the public domain. This does not prevent employers from conducting internet searches on employees. It also does not prevent you from sharing information voluntarily.

Use this QR Code to see the full legislative language:

