

## HRM AT WORK EXERCISE

### IT Staff in the know

**REFERENCE:** 'They're watching you' Robert Gibson. *Sydney Morning Herald*, 2 February 2005, 'Radar' section, p.4.

### CHAPTERS RELEVANT TO THIS EXERCISE: 3, 4, 19

#### Summary

Information technology, email facilities and staff intranets open a new frontier in relation to issues of employee surveillance, employee privacy, and employer responsibilities regarding workplace harassment. This piece explores these issues in detail using concrete examples to illustrate the complex legal and ethical issues involved. Conversely, the piece also raises important issues to do with ethicality in the work practices of IT professionals themselves.

#### Questions

1. To what extent do employers have a legal and ethical right to monitor employee emails and Internet activity and to act on what is discovered?
2. What are the ethical responsibilities of IT professionals in this regard?
3. How can HR professionals best address these issues?