

# Online Misconduct: What Employers Need to Know

## Webinar Outline

### Webinar Description

This webinar provides health care managers with an awareness of the factors to consider, the policies to have in place, and the actions an employer can take when an employee posts something inappropriate on a social media account.

### Webinar Length

2 hours

### Topics/Learning Objectives

Topic	Learning Objectives
Introduction	<ul style="list-style-type: none"> <li>Identify examples of inappropriate social media content and explain why they are inappropriate</li> </ul>
Factors to Consider	<ul style="list-style-type: none"> <li>Explain five factors to consider when making a decision about what to do when dealing with online misconduct</li> <li>Explain what should be included in a policy addressing online conduct</li> <li>Explain how to effectively introduce a new policy</li> <li>Identify the collective agreement clauses that relate to online conduct, use of social media, and discipline</li> <li>Identify the legislation that may factor into the use of misuse of social media in the workplace</li> <li>Explain the precedent setting cases that can provide guidance when dealing with use or misuse of social media in the workplace</li> </ul>
Discipline	<ul style="list-style-type: none"> <li>Explain what evidence should be gathered when investigating an allegation of online misconduct</li> <li>Differentiate between culpable and non-culpable conduct</li> <li>Determine the severity of an incident of online misconduct</li> <li>Identify the mitigating and aggravating factors specific to online misconduct</li> <li>Given a case example, determine appropriate discipline</li> </ul>
Recent Cases	<ul style="list-style-type: none"> <li>Discuss recent legal cases dealing with online misconduct and lessons learned from them</li> </ul>