

Why not to use social media in the hiring process



In our lightening fast age, the internet - especially social media connects millions of people in ways we never thought possible. While this can be amazing and uplifting, it also has its pitfalls and perils. With regard to the employment process in particular, the internet creates a minefield for those involved in hiring.

Why?

Reviewing a candidate's social media accounts or Googling them may reveal information that can put you and Lehigh at risk for example:

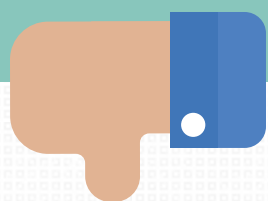
These personal aspects of a candidate's life are not only irrelevant to whether they are qualified but are protected under employment law. If you are in possession of this information when making a hiring decision Lehigh could be at risk of a lawsuit if an individual is not offered the position.

In addition to the legally protected information you may uncover aspects of their personal life that you do not agree with, this could cloud your perception of the candidate in the professional realm.

Finally, if you need more convincing why looking up candidates online is a bad idea, the content may not even be accurate. There are many cases where what appears on social media is simply wrong.

- Age
- Gender
- Gender Identity
- Gender Expression
- Ethnicity
- Race
- Marital Status
- Physical or Mental Health
- Political Views
- Pregnancy
- Religious Affiliation
- Sexual Orientation
- Veteran Status

The bottom line....



Don't research social media profiles or perform internet searches on candidates

While some employers permit social media searches Lehigh does not. HR already performs detailed background checks on the finalist, with their express consent, and these checks provide the necessary information Lehigh requires for decision making purposes.