

A Comprehensive Look at Privacy Issues Affecting LGBTQIA Employees

Presenters: Honorable Jill Rose Quinn, Connie Montoya and Vincent Rizzo (we welcome any additional panelists whom may be recommended by National LGBT Bar)

Proposed CLE credit: 1 hour

I. Employer's Disclosure of LGBTQIA Status

a. Transgender Status

i. Analysis of Federal Laws & Related Judicial Decisions

1. Due Process under Section 1983

2. Other Federal Laws

a. HIPAA

b. Title VII

ii. Analysis of State Laws & Related Judicial Decisions

1. Invasion of Privacy

2. IIED

b. Sexual Orientation Status

i. Analysis of Federal Laws & Related Judicial Decisions

1. Due Process under Section 1983

2. Other Federal Laws

a. HIPAA

b. Title VII

ii. Analysis of State Laws & Related Judicial Decisions

1. Invasion of Privacy

2. IIED

c. Best Practices

II. Social Media Policies

a. Use of Employees' Social Media Accounts in Hiring Decisions

i. LGBTQIA status

ii. Political support of LGBTQIA rights

b. Regulating the Use of Social Media by Employees

i. LGBTQIA status

ii. Political support of LGBTQIA rights

c. Use of Social Media Accounts in Litigation

d. Applicable Laws

i. Password Protection Act of 2012

ii. Social Networking Online Protection Act

e. Government Employees

i. First Amendment

ii. Fourth Amendment

iii. Political Activities (Hatch Act)

f. Best Practices

III. Questions