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**Act No. 37 (H.462). Labor; employment practices; social media privacy**

**An act relating to social media privacy for employees**

This act adds 21 V.S.A. § 495k relating to social media privacy rights for employees and applicants. It prohibits an employer from requiring, requesting, or coercing an employee to provide a social media account username or password, or to present or divulge social media content to the employer. This act prohibits employers from requiring or coercing an employee to add the employer to his or her list of contacts for a social media account.

This act includes exemptions for certain activities conducted by law enforcement agencies and for social media accounts provided by employers. It also allows an employer to request an employee to disclose specifically identified content necessary for compliance with legal or regulatory requirements, or as part of an investigation of unlawful harassment, threats of violence, or unauthorized disclosure of confidential information.

Effective Date: January 1, 2018