

## Requiring Employer Access to Social Media Accounts Prohibited in Washington

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Washington Governor Jay Inslee recently signed into law SB 5211, which prohibits employers from: (1) requesting the personal social media log-in information of employees or applicants; (2) requiring that employees or applicants access their accounts in the employer's presence; (3) requiring that employees or applicants add an individual to their contact list; and (4) requiring that employees or applicants change their privacy settings. The law has a carve-out for companies requesting social media information during a workplace investigation to ensure legal compliance, including compliance with self-regulatory organizations, or to protect confidential information.

**TIP: As we have [previously posted](#), some states are regulating employer access to employees' personal social media accounts. Employers should be aware of these laws when drafting social media policies and best practices.**

*This tip has been created for information and planning purposes. They are not intended to be, nor should they be substituted for, legal advice, which turns on specific facts.*

1 Min Read

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