

Checking with Social Media to Screen Job Applicants, *Newsday*, ft. Keith Gutstein

Keith Gutstein, Esq., Co-managing Partner in the Long Island office of Kaufman Dolowich & Voluck, LLP, was quoted in an article written by Jamie Herzlich for Newsday (March 13, 2016) on using social media to screen applicants.

Keith commented: "that's why it's important for employers to have guidelines if using social media to screen applicants.

Have someone other than the company decision maker do the screening, or hire an outside third party to do it," he suggests.

"Give that person guidelines to feed you only information that's relevant and nondiscriminatory," Gutstein says. "Specifically, you don't want to know about an applicant's membership in any protected class, such as their race, religion or sexual orientation," he says. "The person doing the search may even want to keep a copy of the information that was viewed," he adds.