

Google

Facebook Friends, Work Place Enemies

Google Search

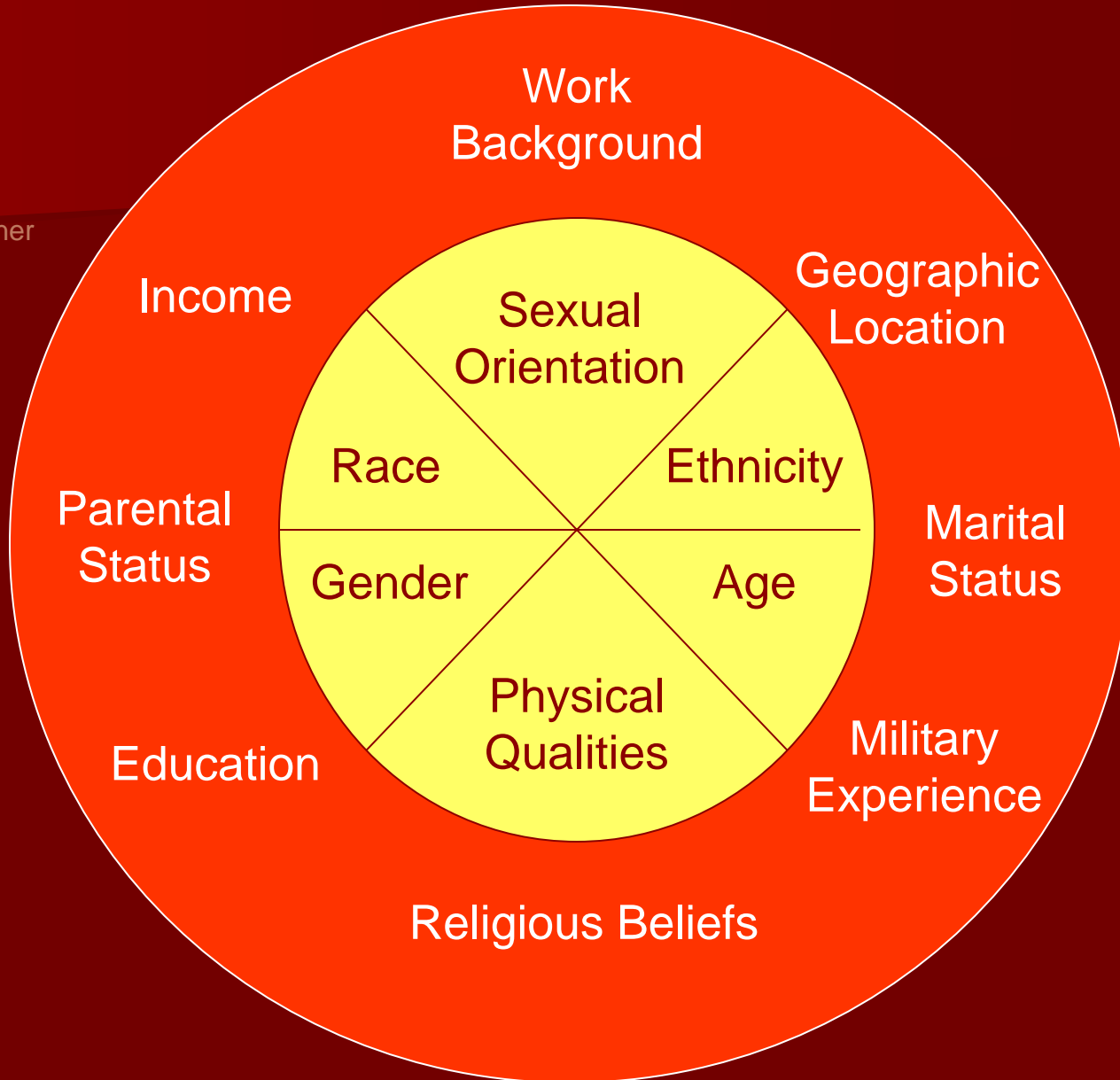
I'm Feeling Lucky

Joe Bontke
Houston District Office
713 651 4994 office
713 907 2855 cell
joe.bontke@eeoc.gov

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Primary and Secondary Dimensions of Diversity

Loden and Rosener



What's in your "backpack"

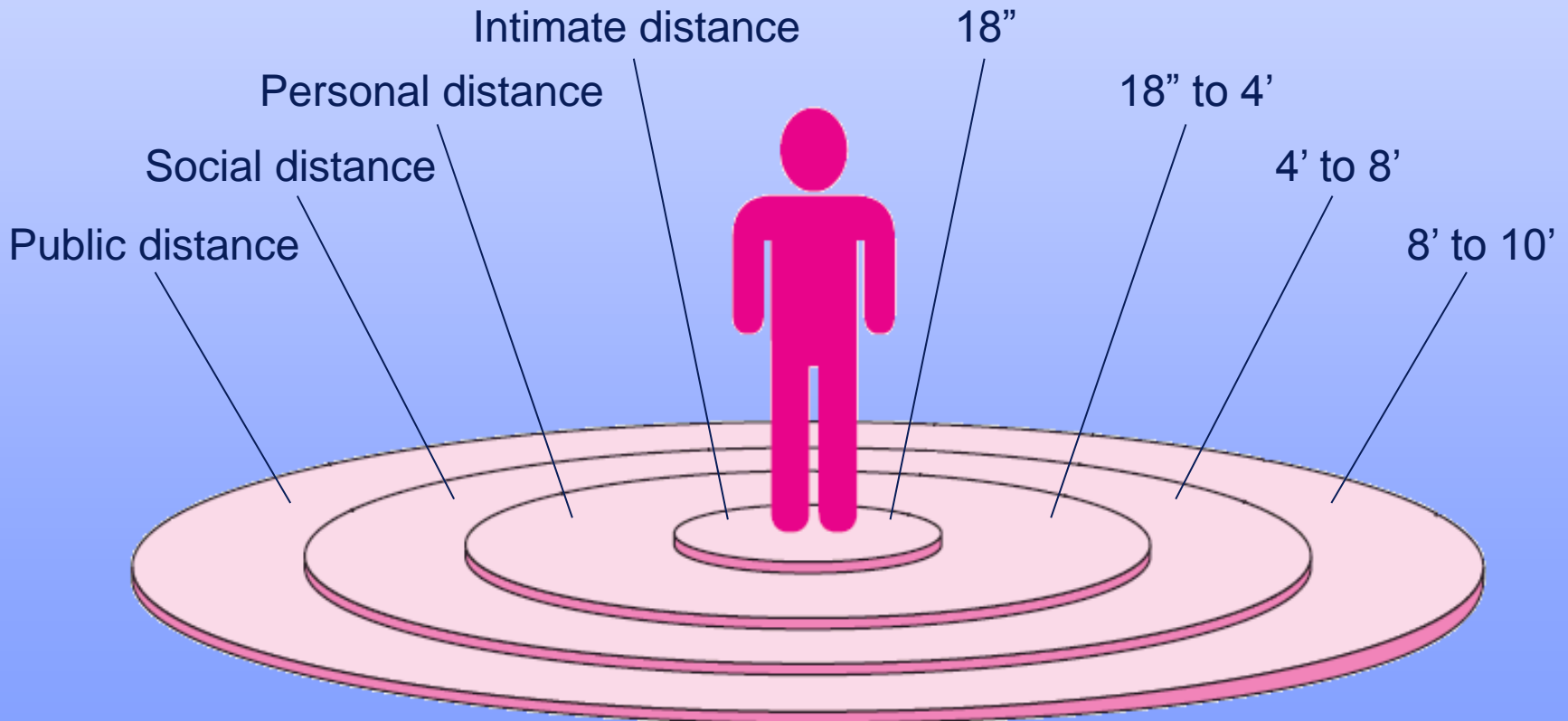
- It's what we "bring" to work
- It's who I am
- It's my "stuff"



Obligations of Employers

- Make the workplace free of unlawful discrimination, harassment and retaliation
- Promptly and confidentially investigate complaints of discrimination, harassment and retaliation
- Where discrimination, harassment and retaliation may have occurred, take prompt and appropriate remedial action (i.e., discipline commensurate with the offense)

Personal Space in the U.S.



Protected Federal Categories

Race



National Origin



Color



Genetic



Religion



Disability



Sex



Age 40+



- About EEOC
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PRESS RELEASE

3-12-14

Social Media Is Part of Today's Workplace but its Use May Raise Employment Discrimination Concerns

Experts Tell EEOC That Use of Social Media by Employers, Applicants and Employees May Implicate the Laws EEOC Enforces

WASHINGTON-The use of social media has become pervasive in today's workplace and, as a result, is having an impact on the enforcement of federal laws, a panel of experts told the U.S. Equal Employment Opportunity Commission (EEOC) at a meeting held today at EEOC Headquarters in Washington. [The meeting](#) was convened to gather information about the growing use of social media and how it impacts the laws the EEOC enforces.

"The increasing use of social media in the 21st century workplace presents new opportunities as well as questions and concerns," said EEOC Chair Jacqueline A. Berrien. "This meeting has helped the EEOC understand how social media is being used in the employment context and what impact it may have on the laws we enforce and on our mission to stop and remedy discriminatory practices in the workplace."

Jonathan Segal, speaking on behalf of the Society for Human Resource Management (SHRM), explained that employers use different types of social media for several different reasons: employee engagement and knowledge-sharing, such as having a corporate Facebook page or blog to keep employees in far-flung offices aware of new programs or policies; marketing to clients, potential customers and crisis management; and for recruitment and hiring of new employees. In fact, SHRM surveyed its members over several years and found that 77 percent of companies surveyed reported in 2013 that they used social networking sites to recruit candidates, up from 34 percent in 2008.

The use of sites such as LinkedIn and Facebook can provide a valuable tool for identifying good candidates by searching for specific qualifications, panelists told the Commission. But the improper use of information obtained from such sites may be discriminatory since most individuals' race, gender, general age and possibly ethnicity can be discerned from information on these sites.

Renee Jackson of Nixon Peabody LLP, who counsels corporations, said that social media should be one of many tools used in recruitment, in order to cast a wide net for potential candidates. To the extent that employers conduct a social media background check, it is better to have either a third party or a designated person within the company who does not make hiring decisions do the check, and only use publicly available information, not requesting passwords for social media accounts. In fact, as several panelists noted, there already exist four states with laws prohibiting employers from requesting passwords and user names from applicants/employees, a number of other states have such laws pending, and there are several proposals before Congress to do the same on a

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3 Social Media Hiring Mistakes That Can Land You in The EEOC's Bad Books



As social media becomes increasingly ubiquitous, many employers are now using it in their hiring processes. A report released by the SHRM in January 2016 revealed that 84% of organizations used social media during recruitment in 2015. This is a significant increase from the 56% who used it in 2013.

Recruiters are now using social media at different stages of the hiring process, from posting job adverts, and engaging top talent to conducting background checks. With time, social media is likely to become even more important in the hiring process.

Change the way you hire with our next generation job listing and application management tools.

[Learn More](#)

However, using social media hiring isn't without its legal risks. As far back as 2012, employers were already getting sued for alleged violations committed while using social media for hiring. Since then, the Equal Employment Opportunities Commission (EEOC) has become increasingly vigilant.

Basically, using social media haphazardly during the hiring process can easily land an organization into the EEOC's bad books. The three most common mistakes which can set an employer up for a clash with the EEOC include the following:

1. Performing Searches Inconsistently

The EEOC's major concern is with discrimination. As such, anything which seems like discrimination will raise red flags with the agency. One way employers can inadvertently raise flags is by using social media inconsistently during the hiring process.

If, for instance, some applicants are have social media searches performed on them, while others aren't it, is easy to allege discrimination. An applicant can claim that they were searched because of their ethnic—sounding name or their gender. An employer would have difficulty proving otherwise.

Can I Google Applicants?

*Yes you can**

... BUT During this session we want to look at more:*

- *What's legally allowed to search when investigating a candidate*
- *The return on investment of online screening*
- *The current "case history" that might motivate a social media search risk*
- *New tools and methods for analyzing information found*

Protected Federal Categories

Race



National Origin



Color



Genetic



Religion



Disability



Sex



Age 40+

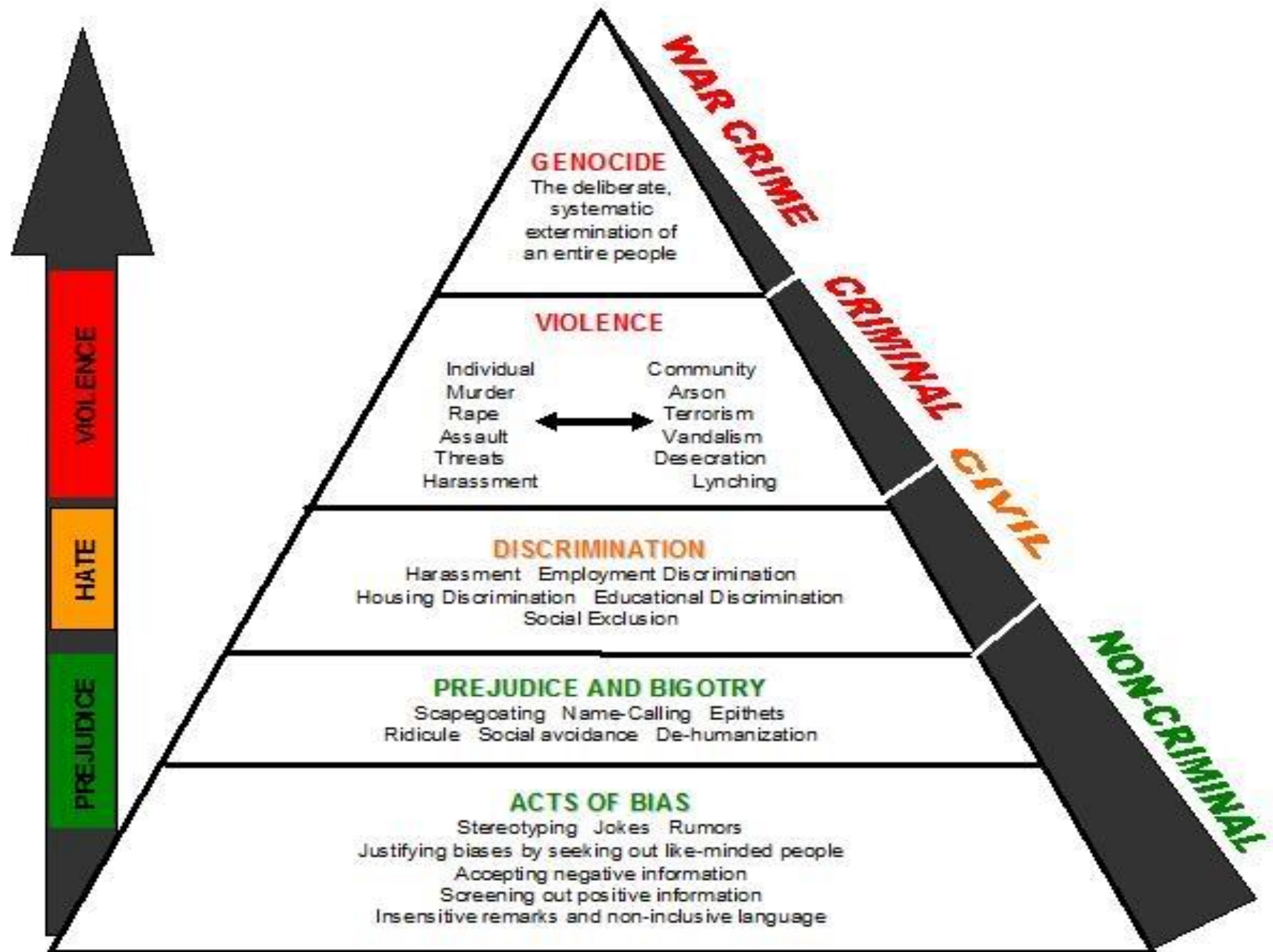
Generational Groups

Traditionalists	(prior 1945)
Baby Boomers	(1946-1963)
Generation X	(1964-1980)
Millennial	(1981-2000)
Generation Z	(2000- today)

“universal” Dynamics ?

- *Define these terms*
 - ◆ Appropriate
 - ◆ Casual
 - ◆ **Team player**
 - ◆ Effective communication

HATE VIOLENCE PYRAMID

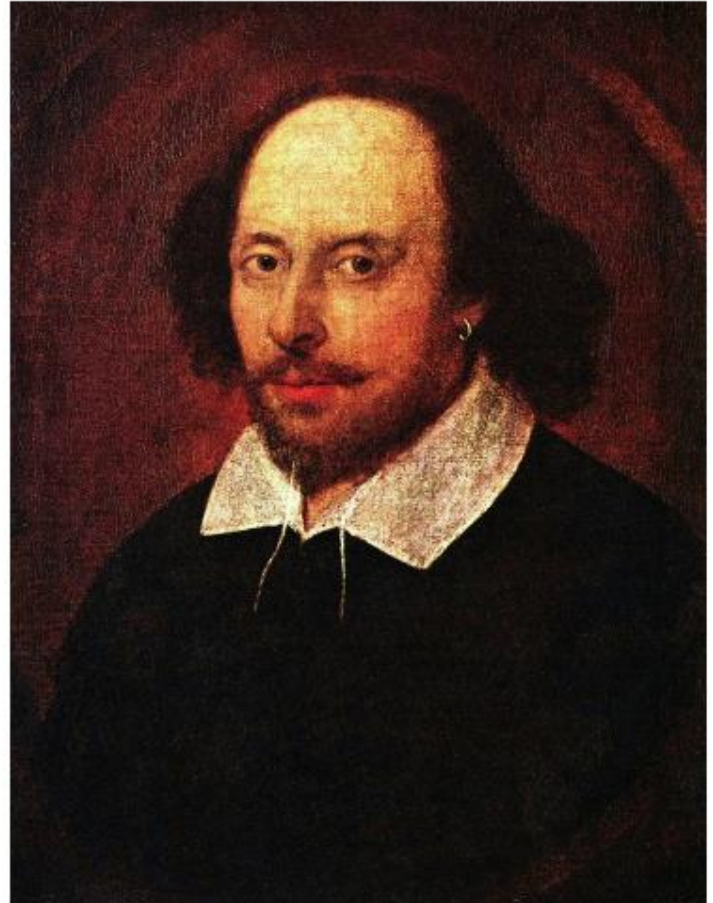


**There are about 540,000 words
in the English language...**



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about 5X as many as
during Shakespeare's time.



EEOC
Training Institute
...Learn from the Experts

More than **3,000** new books
are published every day



EEOC
Training Institute
...Learn from the Experts



Is Social Media A Fad?

<https://www.youtube.com/watch?v=s3rWAd8KQxE>

The Digital Age

Welcome to the Virtual World of:

- **“Friends”**: Facebook & Instagram
 - Mostly social, but growing business network
- **“Connections”**: LinkedIn
 - “Facebook in a suit”
- **“ Followers”**: Twitter
 - Instant messaging on steroids



There are almost **2 billion** registered users of Facebook

facebook

Email

Password

Login

Keep me logged in

[Forgot your password?](#)

Facebook helps you connect and share with the people in your life.



Sign Up

It's free and always will be.

First Name:

Last Name:

Your Email:

Re-enter Email:

New Password:

I am: Select Sex:

Birthday: Month: Day: Year:

Why do I need to provide this?

Sign Up

[Create a Page for a celebrity, band or business.](#)

If **facebook** were a country,
it would be the **3rd largest in the world**

(Between India and U.S.)

And this does not include



or



Internet Never Forgets...

- Stacy Snyder
 - ◆ 1st Amendment does not cover photos
- Internet records everything and forgets nothing
- Every online photo, Facebook status update, Twitter post and blog entry by and about us can be stored forever



Drunk'in Pirate



12 U.S. OPEN PROMOTION
 4 tickets, 2-night stay, VIP access
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Employers asking job seekers for Facebook passwords

March 21, 2012 | By Manuel Valdes and Shannon McFarland

THIS STORY APPEARED IN **The Boston Globe**








Print

SEATTLE - When Justin Bassett interviewed for a new job, he expected the usual questions about experience and references. So he was astonished when the interviewer asked for something else: his Facebook username and password.



Bassett, a New York City statistician, had just finished answering a few character questions when the interviewer turned to her computer to search for his Facebook page. But she couldn't see his private profile. She turned back and asked him to hand over his login information.

Bassett refused and withdrew his application, saying he didn't want to work for a company that would seek such personal information. But as the job market steadily improves, other job candidates are confronting the same question from prospective employers, and some of them cannot afford to say no.

Ads by Google

[Which Annuities Are Best?](#)

Don't Buy Any Annuity Until You Watch This Annuity Video Re



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Vegas hangover bus gives one Aggie a headache

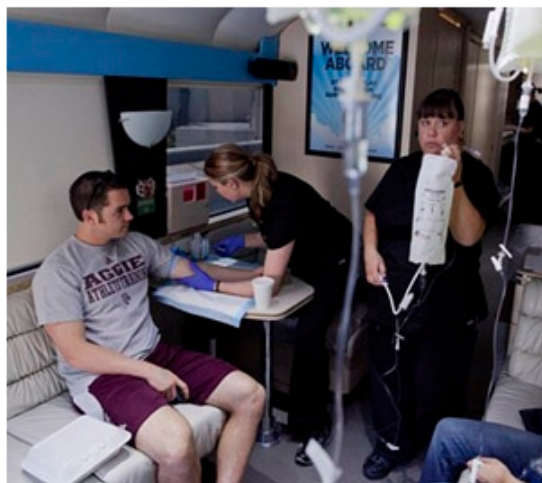
Story Comments (1)

Print Font Size: - +

Recommend 0 Tweet 0 g+1 0 Pin it 0 Share 0

Posted: Thursday, April 26, 2012 8:55 pm

1 comment



Posted on Apr 26, 2012
by [Darren Benson](#)

It's supposed to make you feel better after a night of partying in Las Vegas, but for one Aggie, the Hangover Heaven bus has caused one big headache.

Justin Newman, a Texas A&M graduate student, happened to wander onto the bus April 15, the same time an Associated Press photographer was on the bus for a story on the mobile treatment center.

The bus promotes its service as a way to rehydrate and rejuvenate after a night of revelry, and Newman was one of the business' first customers.

That story ran in Tuesday's paper on Page B7, along with a photo of Newman being prepped for an IV. Did I mention he was wearing an Aggie T-shirt at the time?

The story and photo caption didn't include Newman's name, but seeing his photo in the paper and online in an Aggie shirt was enough to make him worry about how it would be perceived.

He called first thing Tuesday and left a message for me before I got to work asking that the photo be removed from our website because he never gave anyone permission to take his photo.

Because the image was distributed by the Associated Press and widely available on other sites, like here, here and here, I opted to leave it up, but told Newman to share his concerns with AP.

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DOUGLASS



Home of the Nice Guys

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Aug 9 | Comments (37)

04 8 arrested in Bryan-College Station pr...

Jul 31 | Comments (27)

05 New bars hope to change up vibe, diver...

Aug 16 | Comments (2)

06 Former NFL, Texas A&M football pla...

Aug 5 | No Comments

07 Bryan man indicted on murder charges

Aug 7 | Comments (5)

08 Verizon signs \$4.3M contract with Texa...

Aug 6 | Comments (2)



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Joe Bontke

Google Search

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U.S. Equal Employment Opportunity Commission

@USEEOC



Liked Following Message More

Home

- About Photos Reviews Likes Events Videos Posts

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U.S. Equal Employment Opportunity Commission

September 27

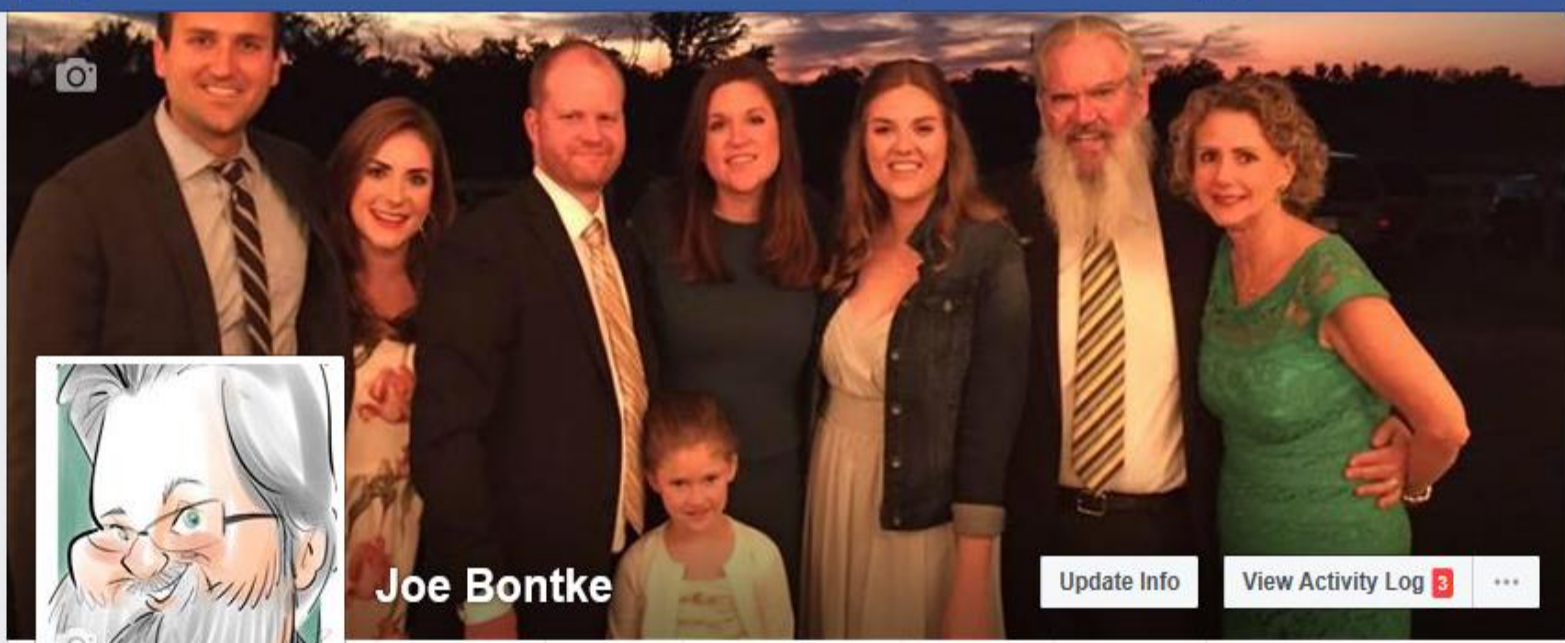
As a small business owner, you've got a lot on your plate. You need to find information quickly and easily so we have created a one-stop shop of resources tailored just for small businesses. You will find answers to common questions about your responsibilities under the federal employment discrimination laws, tips on preventing discrimination and how to deal with issues when they arise in your business, plus a whole lot more.

Government Organization in Washington, District of Columbia 2.7 stars

Search for posts on this Page

15,065 people like this and 3 people follow this Jennifer Ortiz Prather and 20 other friends

647 people have been here Paul Inasaki and 5 other friends



Joe Bontke

Update Info View Activity Log 3

Timeline About Friends 1,338 Photos More

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Your child can make an im... https://techprep.fb.com/?ut... Empower them with tools to get started.

3 Pending Items

Intro

Use details from your About section as your bio

Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor's in Philosophy and a Masters in

Status Photo / Video Life Event

What's on your mind?

Public Post

Joe Bontke added 2 new photos — attending CAIR Houston Annual Banquet at Hilton Houston Post Oak. November 6 at 5:51pm - Houston



Search for people, jobs, companies, and more...

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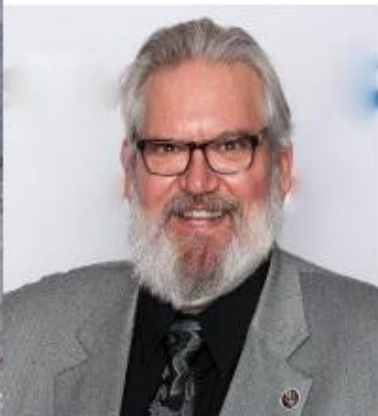
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Joe Bontke

Ombuds and Outreach Manager for the Houston District office of U.S. Equal Employment Opportunity Commission

Houston, Texas Area | Government Administration

Current EEOC - U.S. Equal Employment Opportunity Commission

Previous The Texas Governor's Committee on People with Disabilities, Disability and Business Technical Assistance Center, Southwest ADA Center

Education Leadership Houston

View profile as

500+ connections

<https://www.linkedin.com/in/joebontke>

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Add a section to your profile – be discovered for your next career step.

Language

This can help you find a new job, get

Volunteering Experience

1 in 5 managers hired someone

Profile Strength



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Who's Viewed Your Profile



TWEETS 834 FOLLOWING 716 FOLLOWERS 334 LIKES 950 MOMENTS 0

Joe Bontke @JoeBontke

if you want to have a great day try to make someone else's better

Houston and Marble Falls Texas cookingministry.org

Joined February 2009

Born on July 24 1957

Tweets Tweets & replies Media

You Retweeted Houston EEOC @EEOC_Houston · Nov 6 #EEOCOutreach in support of .@CAIRHouston Advancing Justice, Challenging Hate #NoH8 with .@Deanofcomedy God knows we need some laughter



Your Your over t View y

Who

Twitter

- 317 million users
- Library of Congress *did you know*
 - ◆ *will be acquiring and permanently storing the entire archive of public twitter posts since 2006*



twitter

IMPORTANCE OF POLICIES

- *"Twoosh" is a word invented to describe Twitter messages that contain exactly 140 characters.*
- **Our Twitter policy:** *(in 140 characters)*
Be professional, kind, discreet, authentic. Represent us well. Remember that you can't control it once you hit "update."

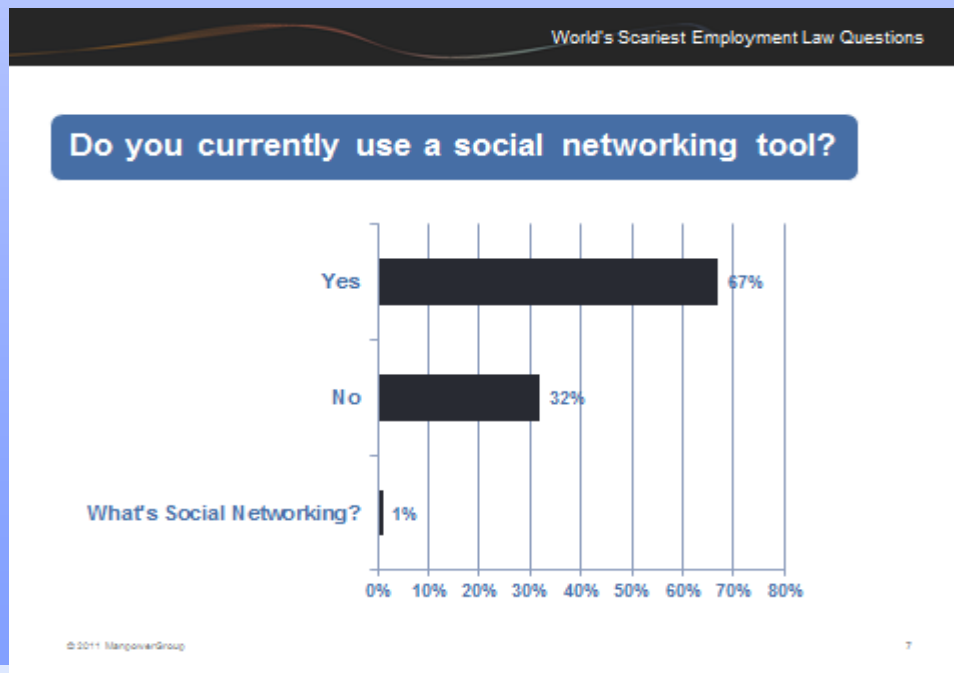


HR Statistics

- **75% of U.S. recruiters are required by their companies to do online research of candidates**
- **70% of U.S. recruiters report they have rejected candidates because of information found online**

SCREENING TOOL FOR JOB APPLICANTS

- 65 percent of hiring managers “Google” applicants
- 65 percent check social networking sites
- 50 percent of these searches result in job rejections



PROBLEM ISSUE

Employer will potentially have access to information such as involvement in a stakeholder group, people with disability organization, sexual preference, cultural and religious identification.



SEARCH



Joe Bontke

October 3, 2010

On your timeline · Remove

Add a description

With Joyce Smith Bontke, Jacqueline Bontke, Jordan Bontke, Madison Rancatore, Jillian Bontke Bowman and Zach Bowman.

Tag Photo Add Location Edit

Like · Comment · Unfollow Post · Share · Edit

Brigette Bain Martin and Kim Vidor like this.



Karla Jensen McCabe Great picture.

October 3, 2010 at 3:17pm · Like



Angela English "Team Mamie" looks like a winning Team!

October 3, 2010 at 5:24pm · Like



Write a comment...



4th Amendment

- **Fourth Amendment**
(unreasonable searches and seizures)
- **Common Law**
- **Electronic Communications Act of 1986**
- **Federal Stored Communications Act**



EVOLUTION: O'Connor v. Ortega

- U.S. Supreme Court first recognized Fourth Amendment privacy protection in pre-Internet 1987.
- Employee's privacy expectations could be shaped and restricted by the employer's policies and practices.
- HELD: employee had a legitimate expectation of privacy in his desk and file cabinets.

CITY OF ONTARIO V. QUON (2010)



- **ISSUE:** Whether a public employee (a police officer and a SWAT team member) stated a claim for violation of Fourth Amendment rights where the public employer (a police department), reviewed texts sent and received by Quon on his department issued pager.

Takeaway

Every employer, whether public or private, must have clearly drafted policies giving employees notice that they have no expectation of privacy in company electronic equipment, whether this be in emails, phone log details or text messages.

ELECTRONIC COMMUNICATIONS PRIVACY ACT OF 1986

- Primary federal law addressing privacy concerns is the ECPA.
- Exceptions interpreted to mean that if employer maintains its own email system and assumes “provider status,” employer is allowed to retrieve all stored email messages.
- Two types of communications:
 - (1) Messages in transit (happens in seconds – limited opportunity for interception)
 - (2) Stored messages (most typical work scenario)

Federal Stored Communications Act

- “Wiretapping Act”
- Criminal Offense to Intentionally:
 - (1) Access, without authorization, a facility through which an electronic communication service is provided; or
 - (2) Exceed an authorization to access that facility.

TAKEAWAY

Do not gain access to employee's website by either receiving private information through another "friend," or by going through a person on the employee's "friends" list.

- Definition of social media activities
- Ability of employers to restrict social media activities
 - ◆ On company time
 - ◆ Using company equipment
- Statutory limits on employers
 - ◆ Protected activities using social media
- Lawful social media policies
- Monitoring social media activities
- Disciplinary action for violating social media restrictions



Definition of social media activities

- Traditional social media: Facebook, Twitter, Blogs, You Tube, Linked In, Chat Rooms
- Emerging social media: Instagram, Pinterest, Snapchat, Tumblr
- Social media activities include posting, viewing, or utilizing any internet based program that can be shared with others
- Activities can be conducted on any electronic device that accesses the internet



Employer restrictions on social media activities



- Blanket prohibition on activities during working time
 - ◆ Working time does not include breaks, lunch or before or after the employee's shift
- Can prohibit accessing social media using company issued equipment
 - ◆ Computers, ipads, smartphones
 - ◆ Grey area: phone owned by employee but monthly fees paid for by employer
- Can limit social media activities during non-work time if conduct would violate company policies

HOT TOPIC – “Concerted Actions”



Employee Rights Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.

NLRB VIEW

Monitoring employee's social networking activity has the potential of creating a chilling effect on the employees' communications regarding the terms and conditions of their employment, in violation of the NLRA at 29 U.S.C. §157.

KNAUZ BMW (May 24, 2011)

- NLRB alleges unlawful termination of an employee for posting photos and comments on Facebook that were critical of dealership
- Unhappy with quality of food and beverages at a BMW promotion event
- Again non-union: “concerted activity” because it involved a discussion among employees about the terms and conditions of their employment

NLRB protections for concerted activities

- National Labor Relations Board (NLRB) has ruled that employees have the right to use social media to engage in concerted activities
- Concerted activities defined as discussing or protesting terms and conditions of employment where:
 - ◆ Two or more employees involved, or
 - ◆ One employee is acting on behalf of others or discusses with others before acting



NLRB protections for concerted activities

- Unprotected activities include:
 - ◆ Personal gripes that don't impact others
 - ◆ Spreading false information that harms the company's business or defames their products/services
 - ◆ Threats of violence
 - ◆ Unlawful harassment
 - ◆ Publishing trade secret information
- NLRB found unlawful restrictions on right to engage in social media activities in two categories:
 - ◆ Discipline or discharge of employees
 - ◆ Overbroad social media policies



NLRB decisions finding unlawful termination



- Termination of employees who posted negative comments about a co-worker who was critical of their job performance on Facebook
- Termination of employees who complained about their supervisor in Facebook posts
- Termination of employees for posting You Tube video about safety concerns
- Termination of employee who posted comments critical of the employer's management in online newspaper comments section and Facebook page

NLRB decisions finding social media activities unprotected



- Employee who vented about conflict with his supervisor on Facebook but did not involve other employees
- Employees of youth center who criticized management using multiple expletives in Facebook postings
- Employee who posted pictures of accident at work with denigrating comments
- Employee who complained about co-worker and supervisor on Facebook without any back and forth with other Facebook friends who were employees

Overbroad social media policies



- Prohibiting posting of “confidential” information without any definitions
- Forbidding “rude, offensive, demeaning or abusive” comments or activities that would “damage” the company
- Requiring prior employer approval before posting
- Restricting employee from posting photos, video or comments about the company
- Requiring posts to be “accurate” or “not misleading”
- Prohibiting the use of company name or trademarks on social media sites

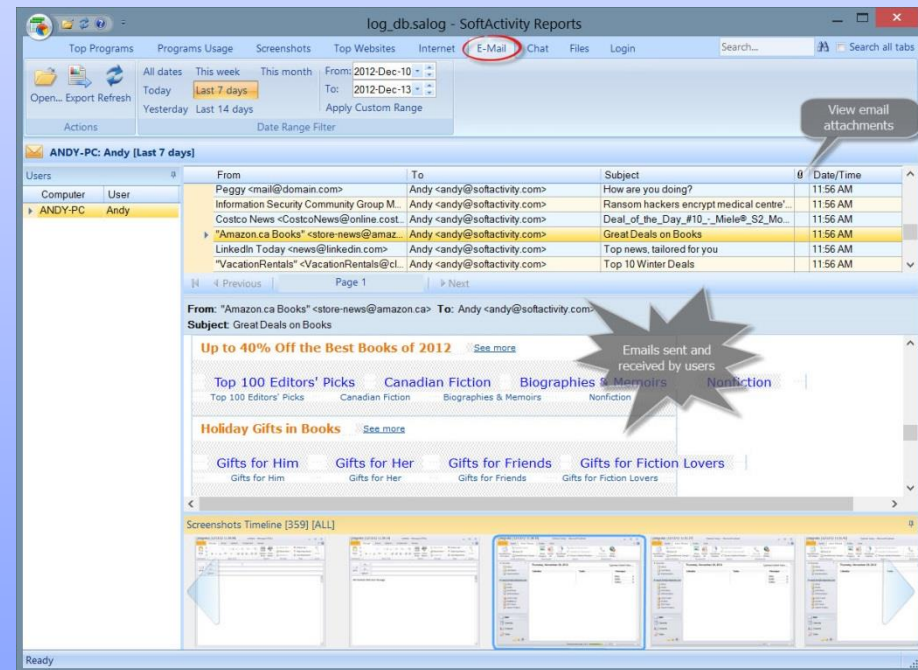
Lawful social media policies



- Focus on prohibiting activities during work time or using company equipment
- Use specific definitions or examples of prohibited conduct
 - ◆ What is not considered confidential or trade secrets
 - ◆ What would be considered “offensive”
- Refer to other company policies
 - ◆ Harassment, confidentiality, conflicts of interest
- Avoid general threats of discipline for engaging in unauthorized social media activities
- Advise employees of monitoring

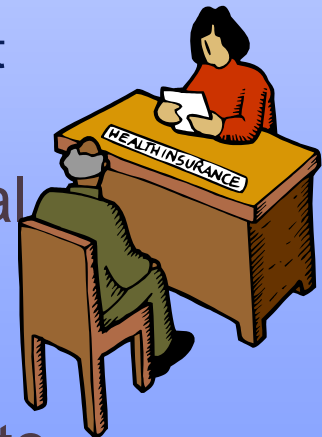
Social Media Monitoring

- Can monitor employee activities while online using company issued equipment
 - ◆ With proper policy notifying employee no expectation of privacy
- Can monitor activities in public postings
- Can monitor if employee voluntarily “friends” a supervisor or manager



Disciplinary action

- Cannot discipline for protected concerted activities on social media sites
- Can discipline for violation of company policies (i.e. harassment)
 - ◆ General harassment vs. unlawful harassment that violates policy
- Can discipline if social media activities reveal employee was dishonest
- Cannot discipline for off duty conduct that is chronicled on social media that is unrelated to work



Best Practice Advise: Create Written Acceptable Use Policies (“AUP”)

By creating and consistently applying policies informing employees that their use of corporate networks, including email access, can be monitored, the employee has waived his/her right to privacy in communications made on the company’s network.

Permanency of Information

- Viktor Mayer-Schönberger
 - ◆ A society in which everything is recorded will forever tether us to all actions, making it impossible, in practice, to escape them.
 - ◆ Without some form of forgetting, forgiving becomes a difficult undertaking
- No second chances
 - ◆ Worst thing you have done is the first thing people will know about you

Ways to Protect Your Image

- Be careful.
 - ◆ Do not post anything on any site that you would not want a potential employer to see.
- Be discreet.
 - ◆ Set your profile to private and block inappropriate comments that others may make on your profile.
- Be prepared.
 - ◆ Regularly check your profile for inappropriate content. Make sure you have an answer ready to explain or counter any “digital dirt” employers may see.

When It Becomes Illegal

- When employers base their hiring decision on an applicant's protective status
- When information discovered leads to employer's knowledge of information that would be illegal to use against an applicant in a hiring decision
 - ◆ i.e. discovering an applicant was arrested and using that to disqualify
 - ◆ **Things you cannot ask in an interview are the same things employer cannot research**

Questions To Ask When Using Social Media...

- Is it valid?
 - ◆ Does the information predict job performance?
 - ◆ Is the information job-related?

- Is it legal?
 - ◆ No laws have been passed yet
 - ◆ Information posted on the internet is considered “public domain”
 - ◆ Opens organization up to “perception” of using protected information

- Is it worth it?

Ways to Protect Yourself...

- Add “off-duty conduct” policy
- Check organization’s “cyber reputation”
- Check employees’ “cyber reputation”
- Advise caution among employees when posting things on the internet
- social networking policies for their employees while at work, while using employer equipment/facilities, or that will reflect directly on the employer.

○ What is eDiscovery?

- The legal discovery of electronic documents and data
 - eMail, web pages, word processing files, spreadsheets, meta data, databases, backup tapes, cache memory, hard drives, thumb drives, PDAs, firewall/IDS logs, phone call logs, IM transmissions, etc.
- ⇒ Anything outside of the traditional discovery of writings or business records on paper is “eDiscovery”

An **intrusion detection system** (IDS) is a device (or application) that monitors network and/or system activities for malicious activities or policy violations.

Unique Problems With Social Networking Activities

- Blurring of lines between “work” and “personal”
- No “filter” or “edit”
- Reach a vast audience
- Immediate public viewing
- Quicker and less “formal” = users are less guarded and careless

Why Facebook Isn't Making You Any 'Friends' at Work

- more than half of workers say social media is negatively affecting workplace productivity, with 57 percent believing that mixing personal and professional connections through social media has the potential to cause problems

■ BusinessNewsDaily.com



triple jumper is banned from the Games after her African 'joke'

By KATHERINE FAULKNER and NICK MCDERMOTT

PUBLISHED: 10:07 EST, 25 July 2012 | **UPDATED:** 05:57 EST, 26 July 2012

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A Greek triple jumper has been expelled from the Olympics after she posted a racist joke on Twitter.

Voula Papachristou was kicked out of her national team for mocking African migrants and expressing support for a far-Right political party.

Her offending message – which was referring to reports of mosquitoes carrying the West Nile virus in her home country – read: 'With so many Africans in Greece, at least the West Nile mosquitoes will eat home made food!'

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FEMAL TODAY

▶ **A tearful Kristen Stewart emerges for the first time since issuing grovelling apology to Robert Pattinson over affair**

As R-Patz stays silent



▶ **Their chemistry was obvious: Kristen Stewart only had eyes for Rupert Sanders at dinner during Snow White press tour**
And this was back in May!



▶ **He's still in shock: Devastated Robert Pattinson's heartache over Kristen Stewart's admission of guilt**

The ultimate betrayal





COLLEGE STATION - For one Texas A&M University graduate student, what happened in Vegas didn't stay in Vegas.

Justin Newman says he ran into academic trouble after The Associated Press published a photo of him in a story about a mobile medical clinic dubbed "Hangover Heaven" that aids Las Vegas tourists who drank too much alcohol the night before.

Newman's name wasn't used, but he said people in his college department recognized him sitting in the bus. He was wearing an "AGGIE Athletic Training" T-shirt.

Newman emailed the AP asking that his photo be removed. He said he was fired from his research position and lost a fall campus internship.

He faced a disciplinary hearing, but said in a follow-up email Thursday there were "no repercussions for my actions."

University spokesman Lane Stephenson says privacy laws prevent him from speaking about Newman.



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Frequently Asked Questions

Below are a list of frequently asked questions. Should you have further questions unanswered in this FAQ, feel free to [contact us](#). You may [contact us](#) via our [contact page](#), or pick up the phone and call.

Is what you are doing legal?

In short, yes. Although people may find this type of act to be unethical, it is legal as long as you are not trying to defraud or fabricate yourself to your local, state, or federal government.

Can I go to jail or get arrested for this?

If you're doing this for employment or for renting a place to live, no. However, if you are trying to deceive any government agency, you very well can get fined and thrown in jail. This is why we only offer this service for personal endurance. Any place that is not government run is eligible.

Can I get a mortgage with this service?

We will not provide employment references or help in any way to get you a home. That is illegal.

How real does my "previous employment" look when you're all done?

When we get done with your project, you will have a very professional website, and business contact that no one will be able to tell apart. Don't worry.

How long does it take once we get started?

Typically, the process takes about 3-5 business days depending on which [package](#) you choose and how involved we get.

Should I get a toll free number or a local number?





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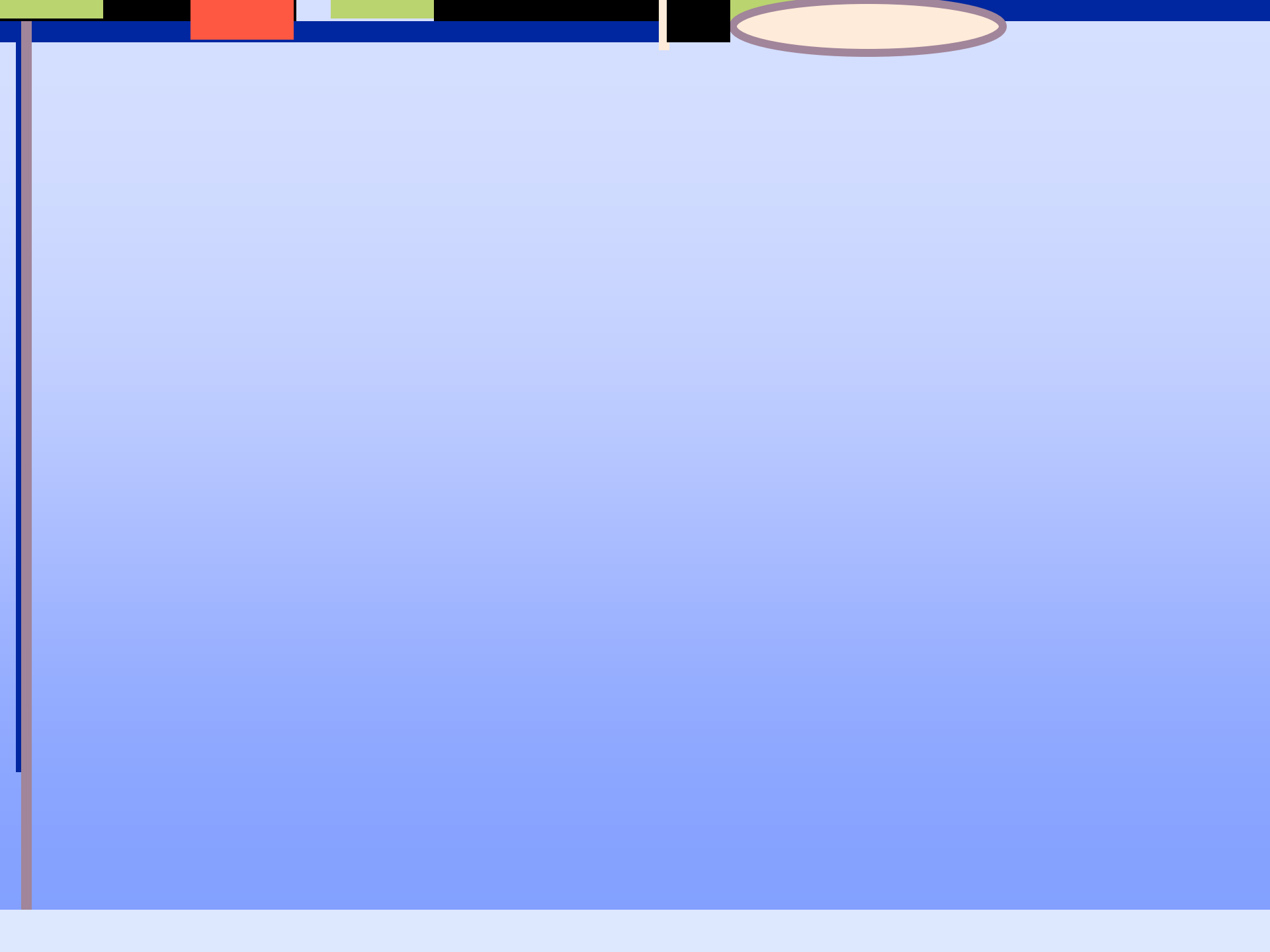
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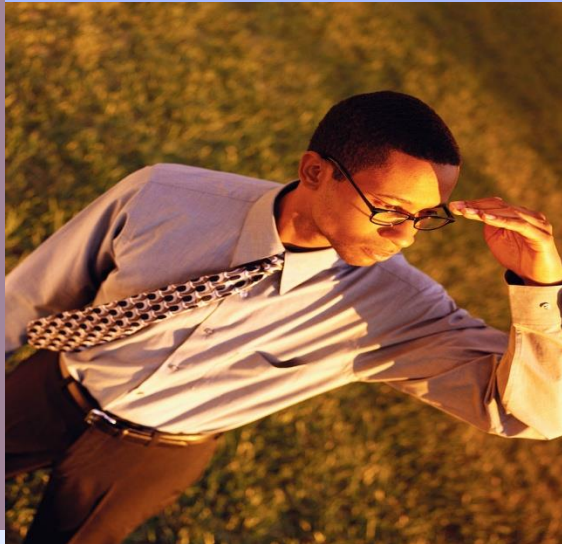




Finished files are the result of years of scientific study combined with the experience of many years of experts.

Is your perception Sometimes your truth?

- *Sometimes we have to take another look at what we think we know*



Finish this statement

A woman's place is
in the _____

Enforcing Equal Pay Laws

Equal Pay Day
is April , 2018.

*This date symbolizes
how far into 2018
women must work
to earn what men earned
in 2017.*

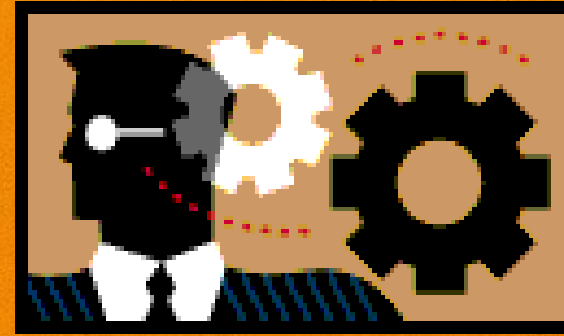


Somewhere in America...

- **Every hour**
someone commits a hate crime.
- **Every day**
at least eight blacks, three whites, three gays,
three Jews and one Latino become hate crime
victims.
- **Every week**
a cross is burned.

Thirty percent of workers say they've heard colleagues use racial or ethnic slurs in the last 12 months. The same number report hearing sexist comments.





What can one person do?



Adolph Hitler
IVAN THE TERRIBLE

Adolph Eichmann

Pol Pot

Mao Tse-tung

Idi Amin

Joseph Stalin

Genghis Khan

Buddha, Rosa Parks, César Chavez

Dalai Lama

Jesus Christ, *MOSES*, Susan B. Anthony

Abraham Lincoln, Martin Luther King

Joan Ganz Cooney, **Mohandas Gandhi**

Amelia Earhart, Muhammad,

Dorothy Day, Bono

A teacher you remember



Any Questions, Comments, Concerns or Complaints

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