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## Electronic Monitoring of Employees in the Workplace

Under the Ontario *Employment Standards Act, 2000*, employers in Ontario that employ 25 or more employees have been required to develop a written policy on Electronic Monitoring effective **October 11, 2022** and must provide a written copy of the policy to all existing employees no later than **November 10, 2022**.

The Electronic Monitoring policy must inform employees of how, and under what circumstances, they are being electronically monitored, i.e. through employer-provided computers, cell phones, GPS systems, and any other electronic devices/means. The policy also needs to include the purposes for which the information obtained through electronic monitoring may be used by the employer. It is recommended that employers work with their IT department/provider to audit the ways in which electronic monitoring of employees takes place within their organization to ensure the policy is comprehensive for compliance purposes.

Even if an employer doesn't perform any electronic monitoring of employees, an employer with 25 or more employees is still required to...

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## Important Upcoming Dates

- November 5 - 11 is Veteran's Week
- November 8 is Indigenous Veteran's Day
- November 11 is Remembrance Day

Learn more about these important dates by [clicking here](#). To find a remembrance event near you to attend, [click here](#).

**Reminder:** In Ontario, Remembrance Day is **not** a provincial statutory holiday. It is a federal statutory holiday and is recognized only in Ontario by federally regulated industries.

## Training Workshops

NOVEMBER 24

### Why Can't I Just Fire Them?

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You can - but it will cost you! During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes.

**DATE & TIME:**

Thursday, November 24, 2022

11:00 a.m. - 3:00 p.m.

**LOCATION:**

Hybrid - HRPAR Office & Virtual (Zoom)

**PRICE:**

\$249.00 (+HST)

REGISTER NOW

## Blog

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OCTOBER 28, 2022

EMPLOYMENT LEGISLATION

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# Visit Our Website >



## LOCATION

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Toronto (416) 987-4163

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