

## Re: i need some good advice, my boss is reading my emails

**Source:** <http://www.derkeiler.com/Newsgroups/comp.security.misc/2005-03/0091.html>

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**Date:** 03/04/05

Date: Fri, 4 Mar 2005 13:38:41 -0500

"M. Trimble" <met12327@yahoo.com> wrote in message  
news:YC\_Vd.2647\$Ru.1648@okepread06...

- > *No disrespect here, but I believe that even where there is such a right,*
- > *either as defined by courts or by statute/law, there are some limits. As*
- > *for example, the employer has a right to snoop on activities deemed*
- illegal
- > *or otherwise detrimental to the employer, but snooping in general?*

In the U.S., at least, the employer does have the right. Indeed, it is almost an obligation. Here in the states the legal atmosphere is such that an employer can get sued for not only actual wrongs, but for not preventing things he didn't know about. If he fails to at least occasionally monitor what is happening in email, he is likely to find the company liable in a civil suit, and possibly even criminally negligent.

IANAL, but the courts seem to have established that the assets owned by the company are for the company's use, and the company is responsible for seeing that use is proper, and used in the furtherance of the company's goals. As best I can tell, this is a rare area where the law has been pretty unambiguous.

Now, many companies have some policies that permit limited use of email and the like for personal reasons. Those same companies typically state in those policies that email is monitored. And those same companies are likely to take a dim view of a boss who takes that monitoring on himself, and puts it to petty use.

But if it's a small company without such policies, then chances are almost anything goes. There is a small chance that HR or someone else in the company might find this particular boss's activities inappropriate, but you are not likely to find any friends in the court system, which seems to view using the company's email for personal use, or even for disparaging the company within the company, as essentially stealing.

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