

**§616. Prohibitions**

An employer may not: [PL 2015, c. 343, Pt. B, §1 (NEW).]

**1. Passwords.** Require or coerce an employee or applicant to disclose, or request that an employee or applicant disclose, the password or any other means for accessing a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**2. Access in presence.** Require or coerce an employee or applicant to access, or request that an employee or applicant access, a personal social media account in the presence of the employer or an agent of the employer; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**3. Information.** Require or coerce an employee or applicant to disclose any personal social media account information; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**4. Contacts.** Require or cause an employee or applicant to add anyone, including the employer or an agent of the employer, to the employee's or applicant's list of contacts associated with a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**5. Settings.** Require or cause an employee or applicant to alter, or request that an employee or applicant alter, settings that affect a 3rd party's ability to view the contents of a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**6. Employees.** Discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize an employee for the employee's refusal to disclose or provide access to information as specified in subsection 1, 2 or 3 or for refusal to add anyone to the employee's list of contacts associated with a personal social media account as specified in subsection 4 or to alter the settings associated with a personal social media account as specified in subsection 5; or [PL 2015, c. 343, Pt. B, §1 (NEW).]

**7. Applicants.** Fail or refuse to hire an applicant as a result of the applicant's refusal to disclose or provide access to information specified in subsection 1, 2 or 3 or refusal to add anyone to the applicant's list of contacts associated with a personal social media account as specified in subsection 4 or to alter the settings associated with a personal social media account as specified in subsection 5. [PL 2015, c. 343, Pt. B, §1 (NEW).]

**SECTION HISTORY**

PL 2015, c. 343, Pt. B, §1 (NEW).

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