

# Policy for Remote Monitoring of Telecommuters



Get right to use software to monitor productivity of employees who work from home.

Letting employees telecommute poses significant HR challenges to organizations, not the least of which is ensuring that employees are actually doing their jobs and meeting expected productivity standards when working from home. Software, apps and other monitoring technology can go a long way in meeting this goal; but it can also get you into hot water under privacy laws. The best way to manage privacy liability risk is to include specific language in your telecommuting policies and arrangements that provides for monitoring. The idea is to let employees know exactly what you're going to do and how and ensure they don't have reasonable expectations in the information collected.

Here's some model language you can adapt for your own use.