Can You Have a Private Life?

Britt McHenry, a popular ESPN reporter, issued a foul-mouth tirade directed at an Arlington towing company employee’s education and appearance after her car was towed. She was suspended for a week. [http://www.msn.com/en-us/sports/more-sports/esps-britt-mchenry-urged-kindness-days-before-towing-rant/ar-AAbdDvr?ocid=iehp](http://www.msn.com/en-us/sports/more-sports/esps-britt-mchenry-urged-kindness-days-before-towing-rant/ar-AAbdDvr?ocid=iehp)

The debate about towing aside, you might be wondering why her bosses meddled in her off-work activities. *Is that legal or appropriate?*

McHenry- like most reporters and executives - probably has a contract with ESPN that covers behavior and is not applicable to most employment situations. With normal employees and managers, however, you do have a right to have a private life and what you do at the mall or the lake is not something your employer can control. In fact, most states even have laws that specify that you can't be disciplined for off-work conduct, such as marching in a gay rights or KKK parade. A big exception, however, is when the conduct bleeds back into the workplace. If, for example, you are stalking a co-worker outside of work but it's making it impossible for him to work with you back at the office. Or, as in McHenry's case, you are in a high profile position where your public image is your stock in trade.

With phones, body cameras and satellites these days, you never know who might be watching. Is your behavior outside of work something you would want broadcast over Facebook or YouTube? I'm just saying....

---

**TIPS ON OTHER WORKPLACE TOPICS**

---

Lynne Eisaguirre 2015. All rights reserved.

For additional information on this and many other workplace related topics go to

**Workplaces That Work website**

---

FIND THESE INSIGHTS VALUABLE?
SHARE THEM WITH OTHERS.