## The State of New York NOTICE OF ELECTRONIC MONITORING

Pursuant to New York Civil Rights Law § 52-c, all employees are advised that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photoelectronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means.

New York Civil Rights Law § 52-c requires employers who are engaged in electronic monitoring of employees to post a notice of electronic monitoring in a conspicuous place which is readily available for viewing by its employees who are subject to electronic monitoring. This notice has been prepared for employers to use at their discretion, pursuant to the law. It is not an official document published by a state agency.