

HOW TO ESCALATE ABUSE ON SOCIAL MEDIA

A GUIDE FOR HSE STAFF

“Adult cyberbullying in the workplace can be more subtle, but is equally distressing. The outcomes are often the same – to humiliate, undermine and distress the person being targeted.”

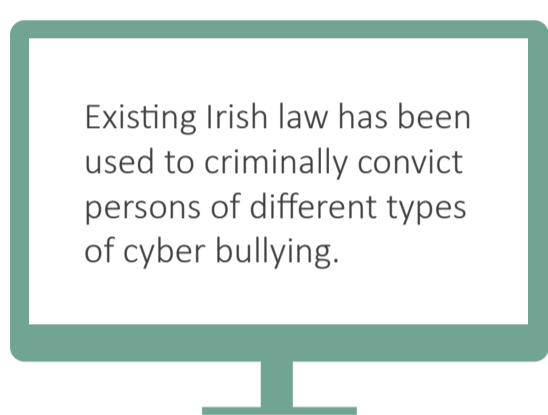
DAN RAISBECK
Co-founder of anti-cyberbullying charity
The Cybersmile Foundation







THE LAW & CYBER BULLYING

The law is still catching up with cyber crime including cyber bullying, but it is possible for Irish employers to discipline employees and even fire them for their behaviour and activities outside of work.

PRECEDENT CASES



Existing Irish law has been used to criminally convict persons of different types of cyber bullying.

-  Fraping Conviction, Donegal Circuit Court, Criminal Damage Act 1991
-  Defamation on Facebook Conviction, Donegal Circuit Court
-  Protection of Employees in the Workplace, Videography & Photography, Data Protection Act
-  Policing Example of Suspension of Police Officers because of misuse of social media in the workplace

WHEN?

When to report cyber bullying to the HSE?

- If content is published about you that is untrue or defamatory
- If personal work information is shared online that identifies you or service users
- If you are subjected to sustained trolling



HOW?

How to report cyber bullying to the HSE?

- Bring your complaint to your line manager
- Show him/her evidence of your complaint
- Review the HSE's Social Media Notice and Takedown Booklet



WHAT CAN THE HSE DO IF YOU ARE SUBJECTED TO CYBER BULLYING?

- There are two policies we can refer to:
 - HSE Dignity at Work Policy
 - Grievance Procedure
- We can seek the advice of our legal team
- If there are threats made online we can seek the assistance of An Garda Síochána

HOW TO SUBMIT A TAKEDOWN REQUEST?



Google

If you want to remove a photo, profile link, or webpage from Google Search results, you usually need to [ask the website owner \(webmaster\)](#) to remove the information.



YouTube

If you have an issue with content on YouTube, flag the content and submit a report via the [YouTube Reporting and Enforcement Center](#).



Facebook

The best way to report abusive content or spam on Facebook is by using the [Report](#) link that appears near the content itself.



Twitter

You can report directly from an individual Tweet or profile for certain violations, including: spam, abusive or harmful content, inappropriate ads, self-harm and impersonation.

