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#FiredforFacebook: The Case for Greater Management Discretion in Discipline or Discharge for Social Media Activity

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With the turn of the century, people in the United States and abroad experienced a rapid evolution in the way information was disseminated. Facebook, a social networking service, was launched in 2004. Facebook's founders set their website apart from preceding social media sites, in part, by creating the ?Facebook status:? ?an update feature which allows users to discuss their thoughts, whereabouts, or important information with their friends? as well as the ?like? feature, which Facebook defines as, ?an easy way to let someone know that you enjoy [something], without leaving a comment.? Similar to a comment, the fact that you ?liked? it is noted beneath the post.

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