your rights @ work
Big Brother in the Workplace – Computer Use and Internet at Work

It is important that workers be aware of who owns downloaded information.

- If you use the Employers computer on the Employers network = then the Employer owns all of the data on both.
- If you use your computer on the Employers network = then the Employer can access all the data.
- If you use the Employers computer on your network = then the Employer owns all the data on the computer.

Collection of downloaded information is permitted in line with "computer use and IT policies", which must be easily and freely accessible to workers, or upon request.
It does not matter if you access the information inside or outside of working hours, or within the workplace or remotely.

Employer Supplied Devices
Many Employer's supply computers, tablets and mobile phones for use by workers. The Employer owns all the information accessed on that device, or via their network, and the Employer is entitled to access it remotely. Everything that is viewed or downloaded is stored as a record that the Employer can check and potentially use against you.

Hot Spots
A 'Hot Spot' is where a device (Smart-phone, iPod, iPad, Tablet, Laptop) connects to another devices "internet connection" via Wireless or Bluetooth. Anything then accessed on the linked device is then recorded as having been accessed on the host device.
This can be of real concern where there are well known, communal, or easily accessible passwords on the work-supplied computers or devices. In this situation there is nothing to stop a co-worker or your employer from setting up a 'hotspot' on your device and using it to access inappropriate data, whilst passing it off as action recorded against your device.
ASU has dealt with many cases where members have been dismissed for inappropriate computer / internet use.

Protect Yourself!
If you use your employers' computers or network your employer has access to information about when and where you log on or log off and all of the sites / material you have accessed during each session.
Make sure you know your rights and obligations under any workplace policies relating to computer use. Do not use a work computer or network for anything inappropriate or unrelated to work tasks or jobs, no matter what time of the day or night it is.

www.asuwa.org/joinonline   or use the QR (quick response) code on the left.

For more information, please contact your Union Organiser, Delegate or the Member Service Centre on 9427 7777 or 1800 064 657.

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