

**§616. Prohibitions**

An employer may not: [PL 2015, c. 343, Pt. B, §1 (NEW).]

**1. Passwords.** Require or coerce an employee or applicant to disclose, or request that an employee or applicant disclose, the password or any other means for accessing a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**2. Access in presence.** Require or coerce an employee or applicant to access, or request that an employee or applicant access, a personal social media account in the presence of the employer or an agent of the employer; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**3. Information.** Require or coerce an employee or applicant to disclose any personal social media account information; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**4. Contacts.** Require or cause an employee or applicant to add anyone, including the employer or an agent of the employer, to the employee's or applicant's list of contacts associated with a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**5. Settings.** Require or cause an employee or applicant to alter, or request that an employee or applicant alter, settings that affect a 3rd party's ability to view the contents of a personal social media account; [PL 2015, c. 343, Pt. B, §1 (NEW).]

**6. Employees.** Discharge, discipline or otherwise penalize or threaten to discharge, discipline or otherwise penalize an employee for the employee's refusal to disclose or provide access to information as specified in subsection 1, 2 or 3 or for refusal to add anyone to the employee's list of contacts associated with a personal social media account as specified in subsection 4 or to alter the settings associated with a personal social media account as specified in subsection 5; or [PL 2015, c. 343, Pt. B, §1 (NEW).]

**7. Applicants.** Fail or refuse to hire an applicant as a result of the applicant's refusal to disclose or provide access to information specified in subsection 1, 2 or 3 or refusal to add anyone to the applicant's list of contacts associated with a personal social media account as specified in subsection 4 or to alter the settings associated with a personal social media account as specified in subsection 5. [PL 2015, c. 343, Pt. B, §1 (NEW).]

**SECTION HISTORY**

PL 2015, c. 343, Pt. B, §1 (NEW).

The State of Maine claims a copyright in its codified statutes. If you intend to republish this material, we require that you include the following disclaimer in your publication:

*All copyrights and other rights to statutory text are reserved by the State of Maine. The text included in this publication reflects changes made through the Second Regular Session of the 131st Maine Legislature and is current through January 1, 2025. The text is subject to change without notice. It is a version that has not been officially certified by the Secretary of State. Refer to the Maine Revised Statutes Annotated and supplements for certified text.*

The Office of the Revisor of Statutes also requests that you send us one copy of any statutory publication you may produce. Our goal is not to restrict publishing activity, but to keep track of who is publishing what, to identify any needless duplication and to preserve the State's copyright rights.

PLEASE NOTE: The Revisor's Office cannot perform research for or provide legal advice or interpretation of Maine law to the public. If you need legal assistance, please contact a qualified attorney.