



# Shannon Leslie Byrne blogs

Shannon Leslie Blogs

FOR IMMEDIATE RELEASE

## **Shannon leslie Byrne blogs Legal Disclaimer**

### **SLB Blog Information Sharing Disclaimer – Co-Workers & Workplace Observations**

SLB Blogs is committed to sharing information about work experiences and workplace environments in a manner **compliant with Australian law**, including the **Privacy Act 1988 (Cth)**, **Fair Work Act 2009**, and applicable state workplace regulations.

#### **1. Sharing Work-Related Observations**

SLB Blogs may share information about co-workers, work practices, and general performance **without prior consent** only when all of the following are true:

- The information is **already observable in public or semi-public workplace contexts** (e.g., discussions in meetings where no expectation of privacy is clearly indicated, or in areas where office doors are open and conversations could reasonably be overheard).
- The information **does not include private communications, confidential documents, or sensitive personal data**.
- The content is **general, factual, or opinion-based**, and does not identify a specific individual unless de-identified.

#### **2. When Information May Be Lawfully Shared**

- Conversations in **open workspaces or meetings** where employees have not explicitly stated “this chat is private” may be referenced **in a factual, non-identifying way**.
- Observations of performance, behavior, or interactions may be shared **anonymously or aggregated** to avoid identifying individuals.
- Publicly observable actions or general practices (e.g., productivity trends, teamwork habits) may be discussed without individual consent.

### 3. Restrictions & Responsibilities

- SLB Blogs will **not publish private emails, performance reviews, or confidential HR information** without explicit permission.
- Contributors must **ensure content is not defamatory, misleading, or harmful** to any individual.
- Any submission that could identify a person must be **reviewed and de-identified** before publication to ensure compliance with privacy laws.

### 4. Purpose

Content shared under these guidelines is for **informational, educational, and workplace improvement purposes only**. It should not be interpreted as a formal assessment or judgment of any individual’s performance.

### 5. Employee Acknowledgment

By submitting or discussing workplace information for SLB Blogs, employees acknowledge that:

- Observations made in open areas or public contexts may be **lawfully shared in anonymized or general form**.
- They understand SLB Blogs’ commitment to privacy, legality, and safe information sharing.

SLB Blogs is committed to sharing workplace experiences, stories, and observations **legally and safely** in compliance with the **Privacy Act 1988 (Cth)**, **Fair Work Act 2009**, and other relevant workplace laws.

### **1. Sharing Co-Worker Information with Customers or Publicly**

Information about co-workers or workplace practices may be shared **with customers or on the SLB Blog** only when:

- The information is **already publicly observable** or arises in **open office settings** where conversations are not clearly marked private.
- No **confidential, sensitive, or personal employment data** is disclosed.
- Content is **general, factual, or anonymized** to avoid identifying specific individuals unless prior consent is given.
- Observations are **presented as informational or opinion-based** and not as formal performance evaluations.

### **2. When Sharing May Be Lawful Without Explicit Consent**

- Conversations that occur in **open areas or with doors open** may be referenced in a factual or anonymized way.
- If a co-worker does **not explicitly say a conversation is private**, information may be shared **legally in general, de-identified, or aggregated form**.
- Publicly observable actions, workplace trends, or team practices can be shared **without naming individuals**.

### **3. Restrictions**

- **Private emails, personal messages, performance reviews, or confidential HR information** will never be shared without explicit consent.
- All content is reviewed to **ensure it is non-defamatory and compliant with privacy laws**.
- Contributions from employees must follow these guidelines to avoid legal or ethical issues.

### **4. Purpose**

Content shared is for **informational, educational, or customer awareness purposes only** and should not be interpreted as a personal judgment of any employee.

By contributing to SLB Blogs or participating in workplace discussions, employees acknowledge that their **observations may be shared in a lawful, anonymized, and safe manner** according to this policy.

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