

## EMPLOYERS: The #ElderlyChristmasSongs Hashtag Is Trending On Twitter

December 9, 2015 | | [Employment Discrimination](#), [Social Media And Technology](#), [Labor And Employment](#)

We have posted numerous blogs discussing the need for employers to stay on top of what is trending on the Internet. Why? Because trending topics can sometimes lead to controversial discussions that might not be consistent with an employer's EEO Policy. As a result, we explained that it would be prudent to understand what may be the current topic being discussed around the watercooler. Here is a follow up to those posts. The #ElderlyChristmasSongs hashtag is currently trending on Twitter. What is the relevance of this topic to employers? A quick search shows that a lot of the content posted can be construed as inappropriate and/or discriminatory (although presumably meant to be humorous). It's the middle of the work day where we are – so we can only presume a lot of this content is being posted by employees in the workplace. Remember: The Age Discrimination in Employment Act and many state laws prohibit discrimination based on age. The more questionable content generated in the workplace, the better chance an employee can argue there is evidence of a convincing mosaic of discrimination tolerated by the employer. Be sure to remind employees of your company's EEO policy if you come across any inappropriate content and/or discussions. And, as always, be sure to stay on top of trends that may have an impact in the workplace.

### RELATED PRACTICE AREAS

Arbitration and Grievances  
EEO Compliance  
Internet and Technology  
Labor and Employment  
Workplace Culture 2.0

### RELATED TOPICS

Equal Employment Opportunity (EEO)  
Twitter  
Discrimination