

## Memorandum

To: All NYS Bard College Employees  
From: Office of Human Resources  
Re: Notice of Electronic Monitoring

On November 8, 2021 New York Governor Kathy Hochul signed an amendment to the New York Civil Rights Law which requires employers provide notice to employees of electronic monitoring of telephone, email, and internet access and usage. The law goes into effect on May 7, 2022.

In compliance with this law, Bard College is providing notification that any and all telephone conversations or transmissions, electronic mail or transmissions, or internet access or usage by an employee by any electronic device or system, including but not limited to the use of a computer, telephone, wire, radio or electromagnetic, photo-electronic or photo-optical systems may be subject to monitoring at any and all times and by any lawful means.