**Monitoring Employee Email**

An exception to the ability of companies to monitor their employees does exist. If the company had pledged to respect any aspect of employee privacy, it must keep that pledge. For example, if a business states that it will not monitor employee email or phone calls, by law, it must follow the stated policy. However, no legal requirement exists mandating that companies notify their employees when and if monitoring takes place. Therefore, employees should assume they are always monitored and act accordingly.