



Managing Mobile Devices for Work and Play: Tips

With the proliferation of smartphones and tablets in the workplace, employers are struggling with a range of potential legal issues that stem from the blurring of the line between business and personal uses.

Mixed business and personal use of devices can allow businesses to cut costs, drive innovation and boost employee satisfaction. Yet, many of the very features that make portable devices so appealing – data storage, computing power, portability, audio and video recording, location tracking and wireless connectivity – also raise challenges to legal compliance and the protection and balancing of both employee and organizational interests.

Businesses tend to approach shared personal and business use of electronic devices in one of two ways:

Corporately Owned, Personally Enabled (COPE):

Employees are permitted to use employer-supplied devices for both work and personal purposes.

Bring Your Own Device (BYOD):

Employees are permitted to use their own devices for business purposes, which often include access to corporate networks, email accounts and document sharing platforms.

Whichever approach is undertaken, businesses need to be aware of the legal issues and take steps to minimize the associated risks.

Managing Mobile Devices

See page 2 for a break-down of key concerns about mixed-use mobile devices.

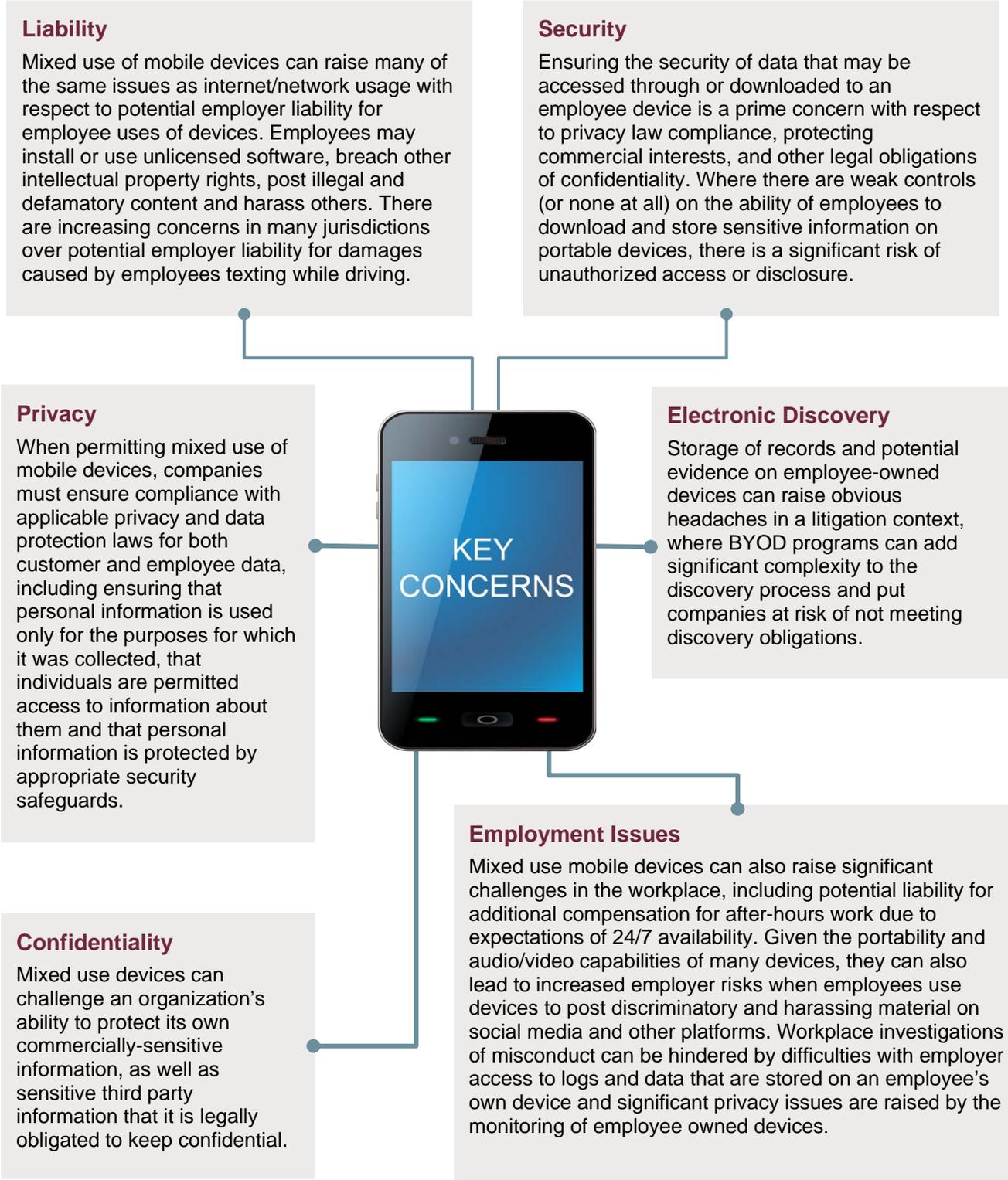
See page 3 for tips on how to manage BYOD and COPE environments.

About Stikeman Elliott

Stikeman Elliott's mission has always been to deliver only the highest quality counsel as well as the most efficient and innovative services in order to steadily advance client goals.

As the firm has grown in prominence worldwide, we have remained true to our core values of: partnering with clients to ensure mutual success; finding original solutions grounded in business realities; providing clear, proactive counsel; recognizing that individual passion drives collective results.

Key Concerns about Mixed-use Mobile Devices



Managing BYOD and COPE



There are many effective mitigation strategies that organizations can pursue to protect their interests, while allowing greater employee freedom and flexibility:

A range of technical solutions is available, including Mobile Device Management applications that allow for varying degrees of protection and control over employee devices, including restricting the installation of software/applications, enforcing password protection and remote locking and “wiping” of devices.



Perhaps most importantly, organizations should clearly communicate expectations and policies to employees, and obtain at least their implicit consent. Policies should explain how significant events will be handled, including the loss or theft of a device and

termination of employment. In particular, employees should be advised of how BYOD policies might affect their reasonable expectation of privacy and set out the circumstances in which access rights may be restricted or stored data erased.



Risk can be further minimized by training employees to be security savvy and implementing - and rigorously enforcing - clear policies for the acceptable use of mixed used devices, including data preservation and retention requirements. Employees

should also be aware of the consequences of non-compliance with BYOD policies.

About Stikeman Elliott's Communications Group

Stikeman Elliott's Communications Group consists of partners and associates drawn from the firm's domestic and international law offices possessing expertise in telecommunications and broadcasting law and complementary legal disciplines, including competition, corporate and commercial, and copyright. The Group is able to draw upon the particular strengths of each of its members in responding to clients' needs. This ensures that our clients receive legal services tailored to their specific needs in a timely and cost-effective manner, regardless of the complexity of the issues or the size of the particular transaction.

Follow us



For further information, please contact your Stikeman Elliott representative or any lawyer in our Communications Group listed at www.stikeman.com.

 [Subscribe](#) to updates on a variety of valuable legal topics from Stikeman Elliott's Knowledge Hub.

This publication is intended to convey general information about legal issues and developments as of the indicated date. It does not constitute legal advice and must not be treated or relied on as such. Please read our full disclaimer at www.stikeman.com/legal-notice © Stikeman Elliott LLP 2017-03-01 DM 6753135