

APPLICANTS

GEOPRIVACY VIDEO SERIES

[HTTPS://VIMEO.COM/469619731](https://vimeo.com/469619731)

SUMMARY

A mock company called LocCheck advertises its services to employers seeking advanced background checks on their applicants. LocCheck offers the "location edge," tracking applicants' phone locations from the minute they leave an interview. The company advertises that tracking where applicants go outside the interview can alert employers of risky behaviors to better inform hiring decisions. In the final scene, an applicant is flagged in LocCheck for repeatedly visiting a medical center. Based on this information, an HR representative recommends selection of a different candidate.

ACTIVITIES

Hold a debate, splitting the class into *for* and *against* location tracking of job applicants. How would LocCheck assist in risk management for a company? How would it lead to discrimination against job candidates?

Have students make a list of potential "false ids" of risky behavior that might take place just by relying on location data. What impact does GPS data accuracy have? What happens if messy data is taken as accurate?

RELEVANT ARTICLES

Twelve Million Phones, One Dataset, Zero Privacy. Thompson, S.A. and Warzel, C. 2019. The New York Times.

<https://www.nytimes.com/interactive/2019/12/19/opinion/location-tracking-cell-phone.html>

The Employer-Surveillance State. Shell, E.R. 2018. The Atlantic.

<https://www.theatlantic.com/business/archive/2018/10/employee-surveillance/568159/>

Workplace Surveillance in Times of Corona.

Rodriguez, K. and Windwher, S. 2020. EFF.

<https://www.eff.org/deeplinks/2020/09/workplace-surveillance-times-corona>

DISCUSSION POINTS

- If you read that LocCheck was a requirement to interview for a position you were interested in, would you still apply for the job? Why or why not?
- Imagine you had a job as a bartender, and LocCheck flagged you as a risk for spending time in a bar every night. What would you do?
- What do you make of the final scene, where an applicant is passed over for visiting a medical center most days. Is this ethical or legal?
- Would you participate if you were notified of the start and end times of the location tracking, or if you were paid?