Facebook:
How Rumors Influence Us

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ABSTRACT

With the enormous popularity Facebook has achieved, it comes as no surprise that employers would start digging up what information they could about current and potential employees. There are an increasing number of reports about people losing or not getting a job because of content posted on their Facebook profile. College students are especially at risk since they are in an environment more conducive to unprofessional behavior.

Initially we wanted to know if college students changed their Facebook profile over time and if the change was made to appear as a more professional self. By surveying over 150 college students we discovered that most students do censor or remove contact information about them. Even more surprising though, was the large number of responses to a question asking participants what rumors they have heard about employers accessing Facebook pages, specifically a rumor about employers being able to pay Facebook for access to private profiles.

These results led us to shift our research to find out whether or not these rumors are true has left a new questions asking where these rumors are coming from and why so many people believe them even though Facebook says that they do not give or sell access to private profiles.

INTRODUCTION

Understanding why people behave in certain manors can be a difficult process. There may be a lot of underlying motivation for why people behave the way they do, and many times it goes unnoticed. Our job in the Human-Computer Interaction (HCI) group is to better understand the way people interact with technology. For this project we chose to focus specifically on users and Facebook. Facebook is almost becoming a necessity among teenagers and college students. In the year 2010, the creator of Facebook Mark Zuckerberg, became person of the year for Time magazine. So what is the big buzz? As of January 2011, Facebook has more than 600 million active users (Facebook, 2011). All of these users share a variety of information with each other. We are interested to find out why people portray themselves the way they do in an online environment, and how this portrayal changes over time.

The popularity of Facebook has been noted in many media articles. Many discuss the growing popularity, and business potential of the site, but the ones we found most interesting looked into the effects of Facebook on employment opportunities.

A candidate for a job received a phone call from the recruiter, asking questions about some photos that were posted on Facebook. The photos were of the woman taking her shirt off at a party. She didn't get the job.

Employers are becoming savvier in their background check of candidates, using Google searches and social network sites. In the past it was common for large corporations to use private investigators to research a candidate. Now, employers can use social networking sites as well as basic web searches. The ease of use and convenience of these sites, make recruiters even more likely to use them.

A survey by Ponemon Institute gathered some interesting statistics about recruiters using the Internet to research potential employees. They found that "35 percent of hiring managers used Google to do online background checks on job candidates, and 23 percent look people up on social networking sites." Even more interesting however, was that from those candidates, about one-third were rejected for the job position. Currently, there is no legislation on the discrimination against hiring someone based on his or her social networking page.

Since the most active social network users are college students, new graduates are likely to be the "target of web research". The study also showed that health care providers and financial service firms are most likely to use web research and social networking profiles into consideration when hiring for a position. It is because these industries directly work with an individual's property and health.

Employers search for more than just inappropriate pictures. Some recruiters look at the writing on Facebook comments or blogs as an indication of an individual's communication skills. One thing many recruits could miss include, "derogatory comments or complaints or radical political positions". Such comments can turn away a prospective employer as well.

Looking at everything recruiters can look for on a profile page or blog, we started our research with three questions in mind:

1) What motivates people to change the way they present themselves on Facebook?
2) What specific changes do they make to the profile?
3) Why do they make those specific changes?

Through personal experience we have noticed that people tend to censor the information on their Facebook profile as they go through college. Through this study we wanted verify that this is a popular trend, but more importantly we want to understand the motivation behind the change.

We started with some basic assumptions. When asking why students changed their profiles our assumptions were as follows:

- Students begin looking for jobs or internships
- Students' parents or family members are able to view their profile
- Freshman keep their Facebook page more open as a way to get to know new people
- Seniors make their profile more private because they just want to keep in touch with old friends.

We also started with some assumptions about what students will change on their profile. These included:

- Students would remove inappropriate pictures, language or contact information
- Students would set different

privacy settings for different groups of people (friends, family, work, etc.)
- Students would remove friends they no longer kept in contact with
- Students would hide or change their default picture to one that contains appropriate content

With these assumptions in mind, we began gathering secondary research to see if we could find any past studies that could support our assumptions.

BACKGROUND

There have been countless studies done on Facebook in the last few years, but none of them address the motivation behind why users post the information they do, or why users change their profile information or privacy settings over time. Understanding previous studies about security and personal identity on Facebook was key for our group to begin our own primary research.

SECURITY

In an article about understanding privacy settings on Facebook, Heather Lipford states that the Facebook interface needs to be improved and easier to use. The article argues that improving the interface would address some privacy issues, as users would be more comfortable modifying their privacy options. In the study, researchers prototyped a new privacy settings interface so that it was more "consistent". During testing, users performed the same set of tasks on the current Facebook privacy settings as well as the new prototype settings. Overall, there was a 14.3% increase in comfort and a 27.7% increase in accuracy (Lipford, 2008). We realize through this study, that many Facebook

users do not feel comfortable adjusting their privacy settings. This could imply that the less time an individual spend on Facebook, the less likely they would be to edit their settings to keep their information private.

Similar to not understanding the Facebook privacy settings, findings from Harvey Jones states that the younger a student was, the more information they revealed on their Facebook profile. An example of revealing information included underage drinking and drug use on their profiles, which were left public for all users to see. The study showed that the more popular Facebook gets, the more consequences of excessive disclosure of personal information have emerged publicly. The article highly recommends for people to use the privacy settings and educate themselves about what personal property and information Facebook owns out of the information individuals give through their profiles (Jones, 2005).

There has been concern about differentiating between work contacts and social contacts. Merideth Skeels looked into this through her article, *When Social Networks Cross Boundaries*. Skeels researched social networking sites and specifically focused on how they are used in the workplace. She noted how tensions arose when usage of the social networking site spans various social groups and the organization's firewall. Through her research Skeels used a variety of surveys and interviews. One significant finding from this study is that they recognized the importance of separating your friends into categories, such as work place and social. Researchers noted that coworkers "probably shouldn't see the same things" as your social group of friends. They also focused on how people we not satisfied by just censoring themselves for a

greater audience, they wanted to separate their personal and their professional relationships. Also a major point to be taken from this is that they pointed out how issues arose when parents or children join the network. This is true for the current younger demographic especially concerning parents and the information they are able to see through online profiles (Skeels, 2009).

Understanding the importance of grouping different groups of people into separate social networking relationship is key when dealing with various types of relationships. A research study by Jones Simon and Eamon O'Neill looked at how people group together their contacts for the purpose of controlling their privacy. They went on to distinguish six criteria for clustering. The six common criteria for grouping is: Social Circles and Cliques; Tie Strength; Temporal Episodes; Geographical Locations; Functional Roles; Organizational Boundaries. They also wanted to find out if these groupings were configured automatically would it reduce any burden on the user. This article helped us understand the criteria users have when grouping "friends" (Simon, 2010). The use of grouping friends is a fairly uncommon method among college students currently. Understanding the benefits of such can help students better maintain their online profile.

IDENTITY
Not only do individuals have to worry about privacy between work and social groups, but they have to regulate their online identity as well. In a research article about Identity Management, researchers looked at how individuals present themselves when using one social networking site Facebook, to keep in contact with both their past social groups in College and the transition to

include connections within their workplace. Within their target group at their company, IBM, they noted three distinct groups: "Reliving the College Days", "Dressed to Impress", and "Living in the Business World." Not surprisingly, the "Reliving the College Days" group was the youngest users, and appeared to start using Facebook during College. A young professional stated in an interview, "Facebook is 'for fun'…and it has 'nothing to do with his personal life.'"

The group that was "Living in the Business World" only used Facebook for business networking, had smaller numbers of friends and networks, and provided less profile information. An interview with an individual in this group said that she joined Facebook at the urging of her coworkers. Researchers believe that this will become a growing trend and that Facebook will become an integral part of the workplace.

This article draws attention to the question of what motivates people to change their profile over time. While researches saw a group of young professionals that didn't update their Facebook profile when entering the workplace, there were also individuals in the "Dressed to Impress" group who purposefully censored all information about them on the Internet, removing inappropriate language and photos before starting in the professional world (DiMicco 2007).

When creating a profile that the workplace will see, a group of researchers looked at how users portray themselves differently in environments where all personal information is anonymous in comparison to environments where personal information is identifying. In a research study of Identity Construction on Facebook, researchers focused on comparing identity constructions

of anonymous online environments to those of what the called 'nonymous' environments such as Facebook.

An anonymous environment like a chat room allows for users to express what researchers call their "true selves". It is these types of environments that users do not need to censor the information they put out, and do not worry about hurting or helping their reputation. Individuals then have their "real selves" which is how they act in face-to-face interaction. These situations are often influenced by social pressure or conformity. Researches stated that the more 'nonymous' a situation, the more individuals conform to social norms.

Now, with Facebook, a 'nonymous' online world, researchers discuss that there is an "ideal self" being presented. In a study of 63 college students' Facebook profiles, results showed that the identities presented on Facebook were neither their "true selves" nor their "real selves", but they "appeared to be highly socially desirable identities individuals aspire to have offline but have not yet been able to embody for one reason or another." When looking at users "ideal self" it was noted that users could set privacy settings to not allow all of their profile information to be seen by certain people. This then leads us to question which information do users censor from what groups of people (Zhao 2008).

Research has also found that certain groups of people are more likely to censor information on their online profile. In a study on how student athletes use Facebook, Cliff Lampe and Nicole Ellison, show how student athletes at a major university engage with the social networking site. Athletes are more aware of people watching them on

these sites and sometimes have signed "good behavior" pledges while being part of the team. Some athletes mentioned using Facebook as a positive image of themselves, or a promotional tool. Through surveys, athletes responded that they would only post positive things and awards on their Facebook. Others mentioned censoring themselves, by avoiding "party pictures". Also one player said that their managers and coaches carefully monitored them. Also the article helped show us how some college students are aware of the content they choose to post, and self-censor themselves accordingly. This research helped us to understand how some Facebook users are using the site as a promotional tool, and how users are self-conscious of their content and censor themselves. It also gives us one reason why some college students would carefully monitor their online profile (Lampe, 2010).

RESEARCH METHODOLOGY

After coming up with our research questions we came up with a survey to help target our questions. We distributed our survey online to college students attending Indiana University in Bloomington. Students ranged in age from freshman to seniors. The online survey received 147 responses from college students. Questions that were asked included their age and gender, what types of information they currently have on their Facebook as well as what they have changed recently, if they are looking for a job or internship, and what rumors have they heard about employers gaining access to their profile. The following page contains screen shots of the online survey that was distributed.

✱ **1. What are your main goals when you use Facebook?**

☐ Presenting a more professional self   ☐ Find out about events

☐ Share/find information and Links

Other (please specify)

[   ]

2. Which of the following categories have you entered in information on your Facebook profile?

☐ Current City   ☐ Education/Work   ☐ Contact Information

☐ Hometown   ☐ Religion/Political Views   ☐ Photos

☐ Birthday   ☐ Quotes   ☐ Notes

☐ About Me   ☐ Music/Movies/Books/TV   ☐ AIM

☐ Relationship Status   ☐ Activities & Interests   ☐ Phone

✱ **3. Do you sort your Facebook friends into different groups/lists?**

◯ Yes

◯ No

If you answered yes to the previous question, what groups do you sort your Facebook friends into? (example: Work, Family, etc)

[   ]

(Prev)   (Next)

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1. Which of the following have you edited in your Facebook profile in the past few years?

☐ Removed Pictures   ☐ Removed Swears/ Inappropriate Language   ☐ Untagged Pictures

☐ Removed Contact Information ☐ Removed Friends   ☐ Removed Posts/ Status Updates

Other (please specify)

[   ]

✱ **2. Are you currently looking for a Job/Internship?**

◯ Yes

◯ No

✱ **3. What, if anything, have you changed about your profile since looking for a job/internship?**

[   ]

✱ **4. What rumors have you heard about employers being able to access your facebook?**

[   ]

5. Would you be willing to participate in a half hour focus group? You will be compensated with a $5 gift card. If you are interested, please provide your name and email below.

[   ]

(Prev)   (Done)

Our initial plan was to also hold focus groups to receive more detailed information. We wanted to get three groups of five students together to talk about how their personal Facebook profile has changed and really get an understanding about why they made the changed that they did. However, the results we received from the survey were quite surprising, and lead us to change the direction of our research.
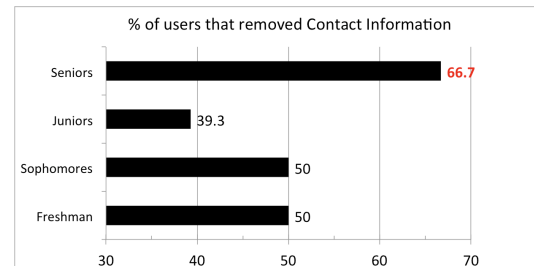
RESULTS

Survey results showed an ongoing trend among students who were concerned about what future employers could access in their Facebook profiles. Also, we had some surprising results with other questions in our survey. For example, we asked students if they used Facebook to present a more professional self. Only 10%-15% of freshman, juniors and seniors answered yes. Surprisingly we found that the sophomores made a huge jump with 81% answering yes to presenting themselves professionally on Facebook.
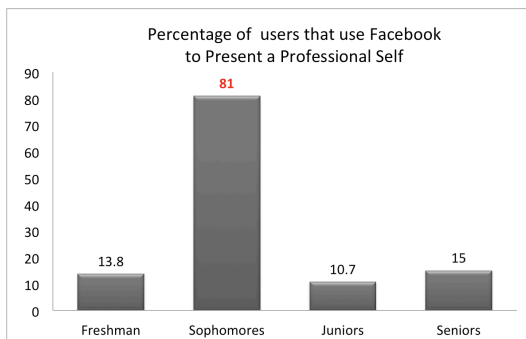
When starting off our research we had expected that each progressive year the percentage of students presenting a more professional self would increase, thus having the seniors with the highest percentage. We realize through the survey that students begin thinking about jobs and internships much earlier in their college career.

Another interesting result was that around 40%-50% of freshman, sophomores and juniors responded that they removed their contact information. However, 66.7% of seniors removed contact information, which is a significant increase from the other grades. Another statistic that stood out was that the juniors had the lowest result with 39%, while the sophomores and juniors tied with 50%.

Another trend showed that freshman used Facebook to find out about upcoming events a lot more than seniors. About 55.2% of the freshman used the events application of Facebook, while only 22.5% of the seniors recorded using it. The results for this the events application decreased each year in college. Seniors also had a smaller number of sharing information and links than the other grades. These results are similar to our original hypothesis. An initial assumption was that seniors tend to use Facebook just to keep in contact with people who are already their friends. Not using the event application within Facebook show that the seniors are not trying to connect with new friends via these events.

The most interesting results from our survey were our responses to the question: What rumors have you heard about employers being able to access your Facebook profile? There were no differences between freshman and seniors when answering this question. Each grade has heard countless

rumors, and most of them fall into one of four categories. Listed below are a few examples of common rumors that students were willing through our survey. For a full list of survey results please see Appendix A.

HACKERS
- "That they pay hackers to get all of your Facebook information regardless of privacy settings."
- "They can access anything that is, or has been on Facebook."
- "I heard that employers have special software to look at your profile even if they aren't your friend or even if you have your settings very private."
- "That they can get past privacy settings."
- "They can hack into our profile."

PAY FACEBOOK
- "They can pay money to see your profile, even if it's private."
- "Employers can pay Facebook to override an individual's privacy settings to access their profile/pictures/etc."
- "They can pay to find candidates profiles, but if you don't have a Facebook employers think you are socially awkward."
- "Employers can pay Facebook to look at your profile information."

EMPLOYMENT
- "One of my friends was asked to bring up their Facebook during an interview."
- "That they will bring a laptop to an interview and ask you to sign in so they can look at it."
- "They can look at your Facebook and use it to judge whether you get the job or not."
- "Heard they evaluate candidates partially based on profile content."
- "They some will check your page before your interview..."
- "A bad Facebook page can ruin your shot at a job."
- "My dad made a Facebook just to look at his employees and future employees."
- "People losing job their offers after viewing Facebook."

COMPLETE ACCESS
- "Any employer can gain access to your profile, even if you have privacy settings."
- "They can find it no matter what."
- "They can see everything."
- "That they can access anything, even if your profile is private."
- "Employers can find your Facebook profile from years before, even things that you have removed."
- "Even if your profile is private employers can see it."

ANALYSIS
We initially started this project looking for the changes in students' profiles that occur throughout their time spent in college. One of our main findings with our survey was that the sophomores' answers varied much differently than any other year in college. We think the trend for this is that sophomore year is the time when students start to disclose their information rather than waiting till their senior year. Freshmen tend to be open with their information on Facebook but after a year in college, the profile changes switched drastically. One of the reasons we think this, is because sophomore year is when students are really aware of the information Facebook can

contain. They've had a year of professors telling them to hide information and are more likely to be looking for internships causing them to have more of a reason to sensor their profile.

After analyzing our survey results, our research focus significantly changed. Instead of asking what motivates people to change their profile, we started looking into the rumors that employers can see any Facebook. Why do so many students believe that these rumors are true? And are these rumors the cause for individuals to edit or sensor their profile online?

Since the majority of the people we surveyed were Indiana University students, we wanted to talk to a professional that deals with employers. We interviewed Kerri Campbell, Associate Director for Career Services in the School of Informatics and Computing at Indiana University. Through an interview she had mentioned to us, "if your settings are set to the highest level of security, employers just don't have access to that" (Campbell). She also highlighted the way employers are getting information is through friends. If a student is searching for a job and is friends with someone that works for a company they're interested in, the employer might have the current employee bring up another person's Facebook profile when deciding if they would want to extend an offer for a job. This would be an example of employers legally accessing their Facebook without being "friends" with them.

Because there were so many responses and different rumors within this subject, our group started to research what employers legally have access to. Legally, employers cannot hack into a profile that is set private. Also, Facebook says nothing on their privacy settings that employers are able to pay Facebook to access private profiles. The Facebook Statement of Rights and Responsibilities specifically states that "you own all of the content and information you post on Facebook, and you can control how it is shared through your privacy and application settings." Because the nature of Friends and networks on Facebook allow many people to access a profile, students may not know how many people have access to their private information.

CONCLUSION

In conclusion we found that throughout their college experience, the majority of people will make some changes to their Facebook page. There was no real correlation to what changes were made with the specific year they were in college. We initially believed we would find that as students get older they would make more changes to represent a more professional self. With the findings of sophomores using Facebook to represent themselves in a professional way outnumbering the rest of the classes, it showed us that age doesn't primarily indicate maturity.

The major thing that we found was that everyone has heard some sort of crazy rumor about how employers can access their Facebook profile and pictures. It made no difference what age or what level of school the subject was, they had all heard similar rumors. This could possibly explain why some Facebook users choose to make their page more secure, or restrict the number of friends they have.

But with these findings we find ourselves asking more questions. Mainly we ask ourselves where do these rumors come

from? We researched what Facebook says about sharing your information, and there no indication that Facebook is allowed to sell private information to employers. In fact it mentioned how the user has control of who gets to see their page and how secure it is. We interviewed a professional on employer recruiting and found that the only way an employer can access your information is if you let them, or if you are friends with one of their current employees.

In continuing research it might be helpful to look at the nature and psychology of gossip and rumors to better understand how such information spreads. It would be beneficial to work closer to a recruiting department in a company, preferably one in the heath care or finance realm as those types of employers are more likely to access social networking sites when hiring new employees. To end our research we invite more researchers to pick up where we left off asking these questions: Where do these rumors come from? Why do so many people believe them?

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Survey Results

29 Freshmen
41 Sophomore
33 Juniors
46 Seniors

Percentage of each age group who responded yes to the following questions:

	Presenting a professional self	**Share /find information and links**	**Find out about events**
Freshmen	13.8 %	79.3 %	55.2 %
Sophomores	81 %	86.5 %	37.8 %
Juniors	10.7 %	5.7 %	35.7 %
Seniors	15 %	70 %	22.5 %

Percentage of each group who separated friends into different groups or lists:

	YES	**NO**
Freshmen	10.3 %	89.7 %
Sophomores	35.1 %	64.9 %
Juniors	21.4 %	78.6 %
Seniors	20 %	80 %

Percentages of each group who edited different parts of their profile over the past few years:

	Freshmen	**Sophomores**	**Juniors**	**Seniors**
Removed Pictures	79.2 %	90.6 %	85.7 %	86.1 %
Removed Contact Information	50 %	50 %	39.3 %	66.7 %
Removed Swears or Inappropriate Language	37.5 %	37.5 %	32.1 %	38.9 %
Removed Friends	79.2 %	87.5 %	96.4 %	80.6 %
Untagged Pictures	91.7 %	90.6 %	92.9 %	88.9 %
Removed Posts or Status Updates	70.8 %	71.9 %	60.7 %	63.9 %

Percentages of each group who are currently looking for jobs or internships:

	YES	NO
Freshmen	36 %	64 %
Sophomores	40.6 %	59.4 %
Juniors	57.1 %	42.9 %
Seniors	51.4 %	48.6 %

When asked, what if anything, you have changed about your profile since looking for a job/internship, here is how students responded:

Freshman
- I no longer show tagged photos to the public. My profile is completely private unless we are friends.
- Removed pictures
- Ensured it was private.
- Made it more appropriate
- If I was trying to get a job I would take all the partying pictures off
- Removed inappropriate pictures, language, posts, and status updates to appear more professional
- Keep inappropriate pictures off/untag
- Making sure no alcohol, cursing, and anything that isn't professional is not on my profile

Sophomore
- Pictures and swearing
- Made the about me more professional and never put up or untag pictures that are unprofessional
- pictures and inappropriate things
- I have taken down inappropriate pictures
- I've made my tagged pictures private so only I can see them
- Privacy/security settings, pictures + captions + comments, things posted on my wall
- I haven't. I'm not looking for a job/internship yet, but I'm sure some things will go when that time comes.
- Deleted inappropriate comments etc.
- Taking down pictures
- I am not currently looking for a job but if I was I would probably untag a lot of pictures that could be borderline inappropriate
- Double checking all pictures are appropriate
- Just made sure I didn't have anything bad on my profile, which I didn't
- Untagging photos that might make me look less employable

Juniors
- Pictures, wall posts, groups
- Pictures, privacy setting
- More conscious of profile pictures

- Keep it professional
- Deleted pictures
- Removed pictures, and comments on my wall
- Removed/Untagged pictures
- What others post to my profile as well as any information that might not enhance the individual I want to portray.
- Removed some pictures
- Made it a little more professional looking when looking for my last job. Employers use it these days, so you can use FB to your advantage in my opinion.
- Cleaned up photos, posts, and information that may present the wrong image of myself.
- I do not post anything on to Facebook that would be a hindrance in finding a job
- Pictures and quotes the public should not see because they do not look or sound professional.
- Removed pictures and just "cleaned" up my Facebook.

Seniors
- Photos with inappropriate content
- Privacy settings, mainly not allowing non-friends to access my profile
- Removed all pictures with alcohol
- Made more private
- I made myself unsearchable during the process and hid all pictures
- The pictures people can see of me
- I've showed less on my profile
- Untagged pictures/blocked non friends from looking at pictures
- Picture settings and how others can search for me
- privacy settings
- Made my Facebook profile unsearchable
- More privacy settings
- Updated profile picture to establish a consistent brand across all social platforms
- Made profile security much stronger. I made it so my name cannot be searched in the search engine.
- I have blocked anyone from being able to find me- you can't search for me.
- my photos, updated my work information, as well as change my dialect when posting to Facebook
- I've deleted pictures that are not professional.

When asked, what rumors have you heard about employers being able to access your Facebook, here is how students responded:

Freshman
- One of my friends was asked to bring up their Facebook during an interview.
- They can access anything is or has been on Facebook
- That they can see what is public, so either make your profile entirely private, or delete anything questionable.
- I've heard it is possible for them to see it even if I am not friends with them.
- That they can see everything on your profile, even pictures that have been deleted apparently.
- I heard that employers have special software to look at your profile even if they aren't your friend or even if you have your settings very private
- That they can access your page even if u aren't friends
- They can access it and have the authority to do so.
- That they will bring a laptop to an interview and ask you to sign in so they can look at it
- I've heard that employers had special access to see all private profiles. Then, I emailed Facebook's privacy policy people and was told this was completely false. Here's to hoping.
- That they are able to gain access.
- I've heard they can see it
- I have heard that they can look at your Facebook and use it the judge whether you get the job or not.
- I have heard that is one of the first things they check.
- They can search your Facebook even if it is set to private and that Facebook is a major factor in determining whether or not to hire an applicant
- They can get on and determine whether you are suitable for their company or not
- I have heard that your employers will look at your pictures or friend you then look at your pictures to see what type of person you are.
- They can see our Facebook even if they are private
- Heard they evaluate candidates partially based on profile content
- You can get fired for inappropriate information
- Just that they can look at everything.

Sophomores
- They are able to look at you even if you change your name or have things available to friends only
- That even if it is private they can see it.
- That some will check your page before your interview to determine whether they will continue to or even ask you questions about your profile during your interview.
- They ask you to log onto your Facebook and show them
- They can access anything, and may friend you and if you deny they look down on that even more.
- They look through your Facebook and see if you are drinking
- I've just heard that they are able to access information on your Facebook
- A bad Facebook page can ruin your shot at a job
- That they can, or they check on you by going through friends pictures, posts, etc.
- I've heard that employers can easily view anything about your profile. I know that they

could befriend you as someone you think you know.
- I've heard they can judge you from your Facebook before meeting you.
- They look at pictures
- That they can get past privacy setting
- They stalk you until they find something terrible also don't post complaints on Facebook while you're at work if you have employers as friends because they usually fire you
- I have heard that any one and everyone can access your Facebook if it doesn't have complete privacy.
- In an interview they can make you pull up your Facebook and show them everything
- They can look at your Facebook even though it is blocked
- That they try and search for people to find more detailed and personal information about people. My dad made a Facebook just to look at his employees and future employees
- That employers base hiring people from looking at how clean their Facebook profiles are.
- Employers can find your Facebook profile from years before, even things that you have removed

Juniors
- They can see everything
- They can overstep security gates and see pictures, information, etc.
- They can pay money to see your profile, even if it's private
- They can pay to find candidates profiles, but if you don't have a Facebook employers think you are socially awkward.
- I have heard that they are able to log on and look through your page just like any other person, and use the information on your page to determine whether or not to hire you.
- They can get past privacy settings
- Just that they can/will look/judge the content of your page
- Just the fact that they are able to somehow
- That they can even if you aren't friends with them
- Rumors: they can see everything truth I've heard: make sure your security settings are set and you don't have friends who are employers whose accounts may be used by the company (if requested) to view your page
- Over half of all employers use Facebook to screen candidates.
- That they will try to do so and could potentially not hire you if they do not like what they see.
- All rumors, how they Facebook stalk you and take that into consideration of hiring.
- That Facebook can be a determinant on whether or not one is hired.
- I've heard they can access your profile via Facebook contacts if they need information about you.
- That they can access anything, even if your profile is private
- Have heard employers will try to search for you on FB. So it's either hide yourself from search or make it appear clean.
- I've heard that they do access it (or try to) when they're looking at hiring people.
- Facebook is forever. Even if you delete it can often times be archived.
- They will not be willing to hire you if it is not clean.
- They can see all pictures/wall posts even if its private
- I have heard that anyone can see your Facebook
- They look through your Facebook to see your "outside life"
- They can get into your account

- They can see when you have got on your Facebook, what you have said, and what you did when you were at work or not (ex: pictures and statuses).
- They will check it for people who may be unreliable. For example, they might see underage kids with beer or things you post which reveal negativeness (cursing, hate speech, etc.) - clear signs of not going to be hired.
- They can find it no matter what.

Seniors
- They pay "hackers" to get all of your Facebook information regardless of privacy settings
- Employers can pay Facebook to override an individual's privacy settings to access their profile/pictures/etc.
- That employers can pay Facebook to look at your profile information
- They are able to view your profile
- Any employer can gain access to your profile, even if you have privacy settings.
- They look at profiles to get a better idea of candidates.
- People losing their job offer after viewing Facebook.
- I've heard that employers can access the Facebook even with privacy settings enabled
- That they can see full access to your Facebook profile
- That they can hack into our profile
- They can see Facebook via Google, searching Facebook etc.. but if you have certain info/pictures private they can not see it
- That they have access to anything that you have available. Even if they are not your friends
- They can still look at what you have. Hacking.
- That they can and DO look for access to your profile
- That they can see anything
- That no matter what privacy settings you put on it they have ways to access it
- They generally check to see how I present myself to the online world.
- That they can pay for our information that is contained within our account.
- I know they can't access it if my profile is locked down. Anything I have as Public they can see though. They don't have any more rights to access my information than a regular person.
- Just that they can if they want to even if you're not friends with them