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# Should Employers Worry About Being Recorded During Layoffs?

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Tracey Diamond, a partner in Troutman Pepper's Labor + Employment Practice Group, was quoted in the January 18, 2024 *WorkLife* article, "[Should Employers Worry About Being Recorded During Layoffs?](#)"

"When you're having a termination conversation, act accordingly in terms of being professional and follow the law," said Tracey Diamond, labor and employment partner at national law firm Troutman Pepper. "Be empathetic but neutral to the employee situation because it's tough getting fired."

That's why Diamond says whoever is conducting the termination should know all of the best practices, especially when it is such a difficult conversation to have and it requires a certain level of empathy and understanding. Diamond admits though that those stakes are raised if the call is being recorded. "The stakes are higher because the company's reputation is at stake if a recording gets leaked out into the public discourse for everybody to see. It reflects on the company in one way or another."

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Tracey Diamond and Evan Gibbs host the Troutman Pepper [Hiring to Firing Podcast](#), where they delve into pressing labor and employment law topics, drawing unique parallels from pop culture, hit shows, and movies.

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