

**LENJA DAHMS-JANSEN**

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**Overview**

Lenja Dahms-Jansen is a senior associate in the Dispute Resolution department and a member of the Employment and Benefits practice. She is the co-author of the book *Social Media in the Workplace*, published by LexisNexis.

She has wide experience in general litigation, employment law, and pension and benefits law and has represented clients before the Constitutional Court, the High Court, the Labour Court and various labour tribunals, the Pension Funds Adjudicator, and the Appeal Board for the Financial Services Board.

Her experience extends to advising clients on, among others, disciplinary hearings and dismissal disputes, business transfers and outsourcing, retrenchments and restructuring, performance management, and pension benefits.

Lenja has extensive experience in advising on social media law, drafting social media policies, and providing training on understanding and managing the risks of social media in the workplace.

Lenja has BA and LLB degrees (both awarded cum laude) from the University of the Witwatersrand.

**Experience**

BA Politics and Law cum laude (University of the Witwatersrand)

LLB cum laude (University of the Witwatersrand)

**Publications & Insights**

- [Beware: Facebook could get you fired](#)
- [Business sector must brace itself for more onerous merger filing requirements](#)
- [Employers beware: the risks of social media in the workplace](#)
- [Employers must guard against impact of National Credit Act on loans to employees](#)
- [Employers urged to approach social media risks with great care](#)
- [Employers urged to avoid being “poked” by the wrong end of the social media stick](#)

- Social media has reputation and business risks for employers