

## Personnel- Certified/Non-Certified

## Rights, Responsibilities and Duties

## Acceptable Computer Network Use (Employee Use of Technology)

The Board of Education recognizes the importance of social media for its employees, and acknowledges that its employees have the right under the First Amendment, in certain circumstances, to speak out on matters of public concern. However, the Board will regulate the use of social media by employees, including employees' personal use of social media, when such use:

1. interferes, disrupts or undermines the effective operation of the school district;
2. is used to engage in harassing, defamatory, obscene, abusive, discriminating or threatening or similarly inappropriate communications;
3. creates a hostile work environment;
4. breaches confidentiality obligations of school district employees;
5. harms the goodwill and reputation of the school district in the community; or
6. violates the law, Board policies and/or other school rules and regulations

The Board of Education will adopt and maintain administrative regulations to implement this policy.

(cf. 4118.24/4218.24- Staff/Student Non-Fraternization)

(cf. 4118.51/4218.51- E-mail- Electronic Monitoring)

(cf. 4118.5/4218.5- Acceptable Computer Network Use)

(cf. 4131- Staff Development)

((cf. 5125- Student Records)

(cf. 6141.321- Student Acceptable Use of the Internet)

(cf. 6141.322- Websites/Pages)

(cf. 6141.323- Internet Safety Policy/Filtering)

## Legal Reference:

Connecticut General Statutes

The Freedom of Information Act

53A-182B Harassment in the first degree

PA 98-142 An Act Requiring Notice to Employees of Electronic

Monitoring by Employers.

United States Code, Title 20

675 1-6777 Enhancing Education Through Technology Act, Title II, Part D, especially: 6777 Internet Safety

United State Code, Title 47

254 Universal Service Discounts (E-rate)

Code of Federal Regulations, Title 47

54.520 Internet safety policy and technology protection measures, E-rate discounts

US Constitution, 1<sup>st</sup> Amendment

Connecticut Constitution, Article 1, Sections 3, 4, 14

Policy adopted: 3/6/13

BROOKFIELD PUBLIC SCHOOLS  
Brookfield, Connecticut