

TOLLAND PUBLIC SCHOOLS
Tolland, Connecticut

BOARD POLICY

REGARDING: SOCIAL NETWORKING

Number: 4041
Personnel

Approved: 10/12/11

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 with the work of the school district;
- 2) is used to harass coworkers or other members of the school community;
- 3) creates a hostile work environment;
- 4) breaches confidentiality obligations of school district employees;
- 5) disrupts the work of the school district;
- 6) harms the goodwill and reputation of the school district in the community; or
- 7) violates the law, board policies and/or other school rules and regulations.

The Board of Education, through its Superintendent, will adopt and maintain Administrative Regulations to implement this policy.

Legal References:

U.S. Constitution, Amend. I
Conn. Constitution, Article I, Sections 3, 4, 14
Conn. Gen. Stat. § 31-48d
Conn. Gen. Stat. § 31-51q
Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250
Electronic Communication Privacy Act, 28 U.S.C. §§ 2510 through 2520

Policy References:

Policy 4060, Sex Discrimination and Sexual Harassment in the workplace
Policy 4110, Employee Use of the District's Computer System
Policy 4120, Notice Regarding Electronic Monitoring
Policy 5050, Confidentiality and Access to Student Records
Policy 5051, Student Privacy