

**Personnel****SOCIAL MEDIA**

The Board of Education recognizes the importance and utility of social media and networks for its employees. The laws regarding social media continue to evolve and change. Nothing in this policy is intended to limit an employee's right to use social media or personal online accounts under applicable law, as it may evolve. The Board acknowledges, for example, that its employees have the right under the First Amendment, in certain circumstances, to speak out on matters of public concern. The Board will resolve any conflict between this policy and applicable law in favor of the law.

Ordinarily, the use of social media by employees, including employees' use of personal online accounts, will not be a legal or policy issue. While a policy cannot address every instance of inappropriate social media use, employees must refrain from social media use that:

- 1) interferes, disrupts or undermines the effective operation of the school district;
- 2) is used to engage in harassing, defamatory, obscene, abusive, discriminatory or threatening or similarly inappropriate communications;
- 3) creates a hostile work environment;
- 4) breaches confidentiality obligations of school district employees; or
- 5) 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. § 31-40x  
 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 Adopted 12/18/84*  
*Policy Revised 2/10/99*  
*Policy Revised 3/10/09*  
*Policy Revised 2/14/17*

NORWICH PUBLIC SCHOOLS  
 Norwich, Connecticut

