

CODE: GCSA-R

EMPLOYEE COMPUTER AND INTERNET USE RULES

Each employee is responsible for his/her actions and activities involving school unit computers, network and Internet services, and for his/her computer files, passwords and accounts. These rules provide general guidance concerning the use of the school unit's computers and examples of prohibited uses. The rules do not attempt to describe every possible prohibited activity by employees. Employees who have questions about whether a particular activity or use is prohibited are encouraged to contact a building administrator or the Director of Technology.

A. Access to School Computers and Acceptable Use

The level of employee access to school unit computers, network and Internet services is based upon specific job requirements and needs. Unauthorized access to secure areas of the school unit's computers and network is strictly prohibited.

All School Committee policies, school rules and expectations for professional conduct and communications apply when employees are using the school unit's computers, network and Internet services, whether in use at school or off school premises.

B. Prohibited Uses

Examples of unacceptable uses which are expressly prohibited include, but are not limited to, the following:

1. Any use that is illegal or which violates Policy GCSA and/or other School Committee policies/procedures or school rules, including harassing, discriminatory, threatening or bullying/cyberbullying communications and behavior; violations of copyright laws or software licenses; etc. The school unit assumes no responsibility for illegal activities of employees while using school computers.
2. Any attempt to access unauthorized web sites or any attempt to disable or circumvent the school unit's filtering/blocking technology. Employees who believe filtering should be disabled or made less restrictive for their own temporary, bona fide research or other lawful purposes should discuss the matter with their building administrator.
3. Any use involving materials that are obscene, pornographic, sexually explicit or sexually suggestive, harmful to minors, or intended to appeal to prurient interests.
4. Any communications with students or minors for non-school-related purposes.
5. Any use for private financial, commercial, advertising or solicitation purposes.

6. Any sending of mass e-mail messages to school employees or outside parties for non-school business without permission of the building administrator or Superintendent. Examples of non-school business messages include, but are not limited to:
 - a. Solicitation of membership in any non-school-sponsored organization;
 - b. Advocacy or expression by or on behalf of individuals or non-school-sponsored organizations or associations;
 - c. Political or religious purposes;
 - d. Raising funds for non-school-sponsored purposes, whether profit-making or not-for-profit;
 - e. Selling articles or services of any kind, advertising or promoting any kind of business.
7. Any communication that represents an employee's personal views as those of the school unit or that could be misinterpreted as such.
8. Any malicious use, damage or disruption of the school unit's computers, network and Internet services; any breach of security features; any failure to report a security breach; or misuse of computer passwords or accounts (the employee's or those of other users).
9. Any attempt to delete, erase or otherwise conceal any information stored on a school computer that violates these rules or other School Committee policies or school rules, or refusing to return computer equipment issued to the employee upon request.

C. Disclosure of Confidential Information

Employees are expected to use appropriate judgment and caution in communications concerning students and staff to ensure that personally identifiable information remains confidential, and is not disclosed, used or disseminated without proper authorization.

D. Employee/Volunteer Responsibility to Supervise Student Computer Use

1. Employees and volunteers who use school computers with students for instructional purposes have a duty of care to supervise such use and to enforce the school unit's policies and rules concerning student computer and Internet use. When, in the course of their duties, employees or volunteers become aware of a student violation or have a concern about student safety on the Internet, they are required to stop the activity and inform the building administrator.
2. Any allowed student use of direct electronic communications must be closely monitored.

E. Compensation for Losses, Costs and/or Damages

An employee is responsible for compensating the school unit for any losses, costs or damages incurred by the school unit for violations of School Committee policies and school rules while the employee is using school unit computers, including the cost of investigating such violations. The school unit assumes no responsibility for any unauthorized charges or costs incurred by an employee while using school unit computers.

F. Additional Rules for Use of Privately-Owned Computers by Employee

1. An employee who wishes to use a privately-owned computer in school must complete an Employee Request to Use Privately-Owned Computer form. The form must be signed by the employee, the building administrator/supervisor and the Technology Director. There must be a legitimate work-related basis for any request.
2. The Technology Director will determine whether an employee's privately-owned computer meets the school unit's network requirements.
3. Requests may be denied if it is determined that there is not a suitable work-related reason for the request and/or if the demands on the school unit's network or staff would be unreasonable.
4. The employee is responsible for proper care of his/her privately-owned computer, including any costs of repair, replacement or any modifications needed to use the computer at school.
5. The school unit is not responsible for damage, loss or theft of any privately-owned computer.
6. Employees are required to comply with all School Committee policies/procedures (including Sections A-E of these rules) and school rules while using privately-owned computers at school.
7. Employees have no expectation of privacy in their use of a privately-owned computer while it is being used at school. The contents of the computer may be searched in accordance with applicable laws and policies.
8. The school unit may confiscate any privately-owned computer brought to school and used by an employee in school without authorization as required by these rules.

Cross Reference:	GCSA – Employee Computer and Internet Use IJNDB – Student Computer and Internet Use IJNDB-R – Student Computer and Internet Use Rules JRA – Student Education Records and Information
Adopted:	March 16, 2010
Revised:	December 18, 2012