

## **Personnel - Certified-Non-Certified**

### **Rights, Responsibilities and Duties**

#### **Acceptable Computer Network Use**

CREC provides computers, networks and Internet access to support the educational mission of the schools and to enhance the curriculum and learning opportunities for students and school staff.

Employees are to utilize CREC's computers, networks and Internet services for school-related purposes and performance of job duties. Reasonable personal use of school computers is permitted as long as such use does not interfere with the employee's job duties and performance, with system operations or other system users. "Reasonable personal use" is defined as use by an individual employee for occasional personal communications. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules.

Any employee who violates this policy and/or any rules governing use of CREC's computers will be subject to disciplinary action, up to and including discharge. Illegal uses of CREC's computers will also result in referral to law enforcement authorities.

All CREC computers remain under the control, custody and supervision of CREC. CREC reserves the right to monitor all computer and Internet activity by employees. Employees have no expectation of privacy in their use of school computers.

Each employee authorized to access CREC computers, networks and Internet services is required to sign an acknowledgment form stating that they have read this policy and the accompanying regulations. The acknowledgment form will be retained in the employee's personnel file.

The Executive Director or his/her designee shall be responsible for overseeing the implementation of this policy and the accompanying rules and for advising the Council of the need for any future amendments or revisions to the policy/regulations. The Executive Director or his/her designee may develop additional administrative procedures/rules governing the day-to-day management and operations of CREC's computer system as long as they are consistent with the Council's policy/rules. The Executive Director may delegate specific responsibilities to building principals and others as he/she deems appropriate.

(cf. 6141.321 - Student Use of the Internet)

(cf. 6141.322 - Web Sites/Pages)

Legal References: Connecticut General Statutes  
The Freedom of Information Act  
53A-182B Harassment in the first degree.  
P.A. 98-142 An Act Requiring Notice to Employees of Electronic Monitoring  
by Employers.

Policy adopted: September 17, 2003

CAPITOL REGION EDUCATION COUNCIL  
Hartford, Connecticut

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The intent of these administrative regulations rules is to provide employees with general requirements for utilizing the school unit's computers, networks and Internet services. The administrative regulations may be supplemented by more specific administrative procedures and rules governing day-to-day management and operation of the computer system.

These rules provide general guidelines and examples of prohibited uses for illustrative purposes but do not attempt to state all required or prohibited activities by users. Employees who have questions regarding whether a particular activity or use is acceptable should seek further guidance from the system administrator, Director of Human Resources or the Director of Technology.

Failure to comply with CREC policy 4118.5/4218.5, these regulations and/or other established procedures or rules governing computer use may result in disciplinary action, up to and including discharge. Illegal uses of CREC's computers will also result in referral to law enforcement authorities.

#### **A. Access to School Computers, Networks and Internet Services**

The level of access that employees have to school unit computers, networks and Internet services is based upon specific employee job requirements and needs.

#### **B. Acceptable Use**

Employee access to CREC's computers, networks and Internet services is provided for administrative, educational, communication and research purposes consistent with the school unit's educational mission, curriculum and instructional goals. General rules and expectations for professional behavior and communication apply to use of the school unit's computers, networks and Internet services.

Employees are to utilize CREC's computers, networks and Internet services for school-related purposes and performance of job duties. Personal use of school computers is permitted as long as such use does not interfere with the employee's job duties and performance, with system operations or other system users. "Reasonable personal use" is defined as use by an individual employee for occasional personal communications. Employees are reminded that such personal use must comply with this policy and all other applicable policies, procedures and rules.

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#### **Acceptable Computer Network Use (continued)**

##### **C. Prohibited Use**

The employee is responsible for his/her actions and activities involving CREC's computers, networks and Internet services and for his/her computer files, passwords and accounts. General examples of unacceptable uses which are expressly prohibited include but are not limited to the following:

1. Any use that is illegal or in violation of other CREC policies, including harassing, discriminatory or threatening communications and behavior, violations of copyright laws, etc.;
2. Any use involving materials that are obscene, pornographic, sexually explicit or sexually suggestive;
3. Any inappropriate communications with students or minors;
4. Any use for private financial gain, or commercial, advertising or solicitation purposes;
5. Any use as a forum for communicating by e-mail or any other medium with other school users or outside parties to solicit, proselytize, advocate or communicate the views of an individual or non-school-sponsored organization; to solicit membership in or support of any non-school-sponsored organization; or to raise funds for any non-school-sponsored purpose, whether for-profit or not-for-profit. No employee shall knowingly provide school e-mail addresses to outside parties whose intent is to communicate with school employees, students and/or their families for non-school purposes. Employees who are uncertain as to whether particular activities are acceptable should seek further guidance from the building principal or appropriate administrator.
6. Any communication that represents personal views as those of CREC or that could be misinterpreted as such;
7. Downloading or loading software or applications without permission from the system administrator;
8. Opening or forwarding any e-mail attachments (executable files) from unknown sources and/or that may contain viruses;
9. Sending mass e-mails to CREC users or outside parties for CREC or non-CREC purposes without the permission of the system administrator for other designated administrator;

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#### **Acceptable Computer Network Use (continued)**

10. Any malicious use or disruption of CREC's computers, networks and Internet services or breach of security features;
11. Any misuse or damage to CREC's computer equipment;
12. Misuse of the computer passwords or accounts (employee or other users);
13. Any communications that are in violation of generally accepted rules of network etiquette and/or professional conduct;
14. Any attempt to access unauthorized sites;
15. Failing to report a known breach of computer security to the system administrator;
16. Using CREC computers, networks and Internet services after such access has been denied or revoked; and
17. Any attempt to delete, erase or otherwise conceal any information stored on a CREC computer that violates these rules.

#### **D. No Expectation of Privacy**

CREC retains, control, custody and supervision of all computers, networks and Internet services owned or leased by the school unit. The school unit reserves the right to monitor all computer and Internet activity by employees and other system users. Employees have no expectation of privacy in their use of CREC computers, including e-mail messages and stored files.

#### **E. Confidentiality of Information**

Employees are expected to use appropriate judgment and caution in communications concerning students and staff to ensure that personally identifiable information remains confidential.

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#### **Acceptable Computer Network Use (continued)**

##### **F. Staff Responsibilities to Students**

Teachers, staff members; and volunteers who utilize school computers for instructional purposes with students have a duty of care to supervise such use. Teachers, staff members and volunteers are expected to be familiar with the school unit's policies and rules concerning student computer and Internet use and to enforce them. When, in the course of their duties, employee volunteers become aware of student violations, they are expected to stop the activity and inform the building principal [or other appropriate administrator].

##### **G. Compensation for Losses, Costs and/or Damages**

The employee shall be responsible for any losses, costs or damages incurred by CREC related to violations of policy 4118.5/4218.5 and/or these regulations.

##### **H. School Unit Assumes No Responsibility for Unauthorized Charges, Costs or Illegal Use**

CREC assumes no responsibility for any unauthorized charges made by employees including but not limited to credit card charges, subscriptions, long distance telephone charges, equipment and line costs, or for any illegal use of its computers such as copyright violations.

##### **I. Employee Acknowledgment Required**

Each employee authorized to access CREC's computers, networks and Internet services is required to sign an acknowledgment form stating that they have read policy 4118.5/4218.5 and these regulations. The acknowledgment form will be retained in the employee's personnel file.

**4118.5 R**  
**4218.5 R**  
**Form**

**CAPITOL REGION EDUCATION COUNCIL**  
**Hartford, Connecticut**

**EMPLOYEE COMPUTER AND INTERNET USE**  
**ACKNOWLEDGMENT FORM**

No employee shall be allowed to use CREC computers or the Internet until he/she has signed and returned this acknowledgment.

I have read policy 4118.5/4218.5 - Acceptable Computer Network Use and its Administrative Regulations - Acceptable Computer Network Use and understand their terms and conditions.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date