

**Sec. 1. TECHNOLOGY RESOURCES DEFINED**

For purposes of this policy, the term “technology resources” means electronic communication systems and electronic equipment belonging to Chapel Hill Academy.

**Sec. 2. ACCESS TO TECHNOLOGY RESOURCES**

Chapel Hill Academy’s technology resources, including its network and access to the Internet, are made available to employees primarily for administrative and instructional purposes or as otherwise allowed by administrative regulation.

Limited personal use of Chapel Hill Academy’s technology resources is permitted if the use:

- 1) Does not result in any direct cost paid with State funds, or if Chapel Hill Academy is reimbursed for any direct costs involved;
- 2) Does not relate to private commercial purposes;
- 3) Involves only incidental amounts of employee time, comparable to reasonable coffee breaks during the day; and
- 4) Does not have an adverse impact on an employee’s job performance.

Employees may only access the Internet through Chapel Hill Academy’s approved Internet firewall.

All technology resources are Chapel Hill Academy property, and any information located in or on technology resources is also Chapel Hill Academy property and will be subject to inspection by Chapel Hill Academy.

**Sec. 3. E-MAIL AND VOICE MAIL SYSTEMS**

All messages sent, received, composed and/or stored on Chapel Hill Academy e-mail and/or voice mail systems are the property of Chapel Hill Academy. E-mail transmissions and other use of Chapel Hill Academy’s electronic communications systems are not confidential and can be monitored at any time to ensure appropriate use.

**Sec. 4. CONFIDENTIALITY**

Employees shall not use a password, access a file, or retrieve any stored information unless authorized to do so. Employees may not attempt to gain access to another employee’s files/messages.

Additionally, access to student records accessible through technology resources is restricted to those employees with a legitimate educational interest in such records in accordance with the

Family Educational Rights and Privacy Act (“FERPA”). An employee has a legitimate educational interest in student records if:

1. The information is necessary for the employee to perform appropriate tasks that are specified in his or her position;
2. The information is to be used within the context of official school business and not for purposes extraneous to the employee’s areas of responsibility;
3. The information is relevant to the accomplishment of some task or to a determination about the student; or
4. The information is to be used consistently with the purpose for which student records are maintained.

Having access to student records through technology resources does not constitute authority to share this information with anyone without authority or permission to view student records.

#### **Sec. 5. PRIVACY AND MONITORED USE**

All files and messages on Chapel Hill Academy’s technology resources are Chapel Hill Academy property. They are not the property of any employee, even if created by an employee. Anything created on the Internet may, and likely will, be reviewed by others. If necessary, employees shall take steps to help protect the security of documents. Chapel Hill Academy has the right, but not the duty, to monitor any and all aspects of its technology resources, including, but not limited to, monitoring sites employees visit on the Internet. Employees have no expectation of privacy in anything they create, store, send, or receive on Chapel Hill Academy’s technology resources.

#### **Sec. 6. RESTRICTIONS**

- 1) Employees are not allowed to use Chapel Hill Academy’s technology resources for any reason other than official school business, except as allowed under Section 2 (Access to Technology Resources) above.
- 2) Employees may not use e-mail or the Internet to send or receive materials, proprietary financial information, or other similar materials that violate copyright law.
- 3) Chapel Hill Academy’s e-mail system may not be used to create any offensive or disruptive messages. Among those which are considered offensive are any messages that contain sexual implications, racial or gender-specific slurs, or any other comment that offensively addresses an individual’s age, sexual orientation, religious or political beliefs, national origin, disability, or anything that could be construed as harassment or disparaging of others.
- 4) Employees should refrain from sending non-business-related e-mails to other Chapel Hill Academy employees or persons outside the Chapel Hill Academy system.
- 5) Chapel Hill Academy is responsible for maintaining records of software licensing agreements for Chapel Hill Academy. In order to ensure compliance with copyright laws and software licensing agreements and help prevent computer viruses from being

transmitted through the system, employees are not permitted to install or download any software or content, such as music, videos, or non-work related “zipped” files onto Chapel Hill Academy’s computer system without prior approval from the Principal or designee.

- 6) Unauthorized duplication of software, often referred to as “piracy,” is a federal crime. Employees are not permitted to make, acquire, or use unauthorized copies of computer software.

Employees who are authorized to use Chapel Hill Academy’s technology resources are required to abide by the provisions of this policy and any related administrative procedures. Failure to do so can result in suspension or termination of privileges and may lead to disciplinary action, up to and including termination of employment. Employees should notify their immediate supervisor(s) or the MIS Helpdesk upon learning of violations of this policy.

#### **Sec. 7. ACCEPTABLE USE POLICY**

The Superintendent or designee shall develop and implement administrative regulations and guidelines for acceptable use of Chapel Hill Academy’s technology resources. Such regulations and guidelines shall be provided annually to employees as part of the Employee Handbook, or in another method deemed appropriate by the Superintendent.

Access to Chapel Hill Academy’s technology resources is a privilege, not a right. All employee users will be required to acknowledge receipt and understanding of Chapel Hill Academy’s acceptable use regulations and guidelines and shall agree in writing to allow monitoring of their use and to comply with such regulations and guidelines. Noncompliance with Chapel Hill Academy’s acceptable use policy may result in disciplinary action, up to and including termination, as allowed by Chapel Hill Academy policy. Violations of law may result in referral to criminal authorities, as well as disciplinary action by Chapel Hill Academy.

#### **Sec. 8. DISCLAIMER OF LIABILITY**

Chapel Hill Academy will not be liable for an employee’s inappropriate use of technology resources, violations of copyright restrictions or other laws, users’ mistakes or negligence, and costs incurred by users. Chapel Hill Academy is not responsible for ensuring the availability of technology resources or the accuracy, age appropriateness, or usability of any information accessed through the Internet.

#### **Sec. 9. ACCESS TO CELLULAR AND/OR WIRELESS TELEPHONE EQUIPMENT AND ACCOUNTS**

Access to cellular and/or wireless telephone equipment and accounts belonging to Chapel Hill Academy is made available exclusively for instructional and administrative purposes in accordance with guidelines and regulations developed by Chapel Hill Academy. Access to this equipment is a privilege, not a right, and can be revoked at any time.

The Superintendent or designee shall develop and define guidelines for the responsible and ethical use of Chapel Hill Academy-supplied telephone equipment and accounts. Such guidelines shall be distributed to all Chapel Hill Academy employees.

**a) *Consequences for Violations***

Violations of Chapel Hill Academy's guidelines for access to cellular and/or wireless telephone equipment and accounts will be treated like other allegations of wrongdoing. Allegations of misconduct will be adjudicated according to established procedures. Sanctions for violations of these guidelines may include, but are not limited to, one or more of the following:

1. Temporary or permanent revocation of access to some or all cellular or wireless telephone resources.
2. Disciplinary action, up to and including termination.
3. Legal action according to applicable laws and contractual agreements.

**Sec. 10. RECORD RETENTION**

Chapel Hill Academy employees shall retain electronic records pertaining to Chapel Hill Academy business, whether created or maintained using Chapel Hill Academy's technology resources or using personal technology resources, in accordance with Chapel Hill Academy's record management program.