

Personnel Social Networking Policy

Consistent with Board Policy 5:120, Ethics, all Eisenhower Cooperative employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional relationships with students, parents, staff members, and others. Cooperative employees are expected to exhibit the same level of appropriateness and professionalism in their use of online/internet-based communication tools as that which is expected for classroom communication.

Toward this end, all Cooperative employees are prohibited from:

1. Communicating and socializing, including, but not limited to, friending, tweeting, blogging and emailing with students using Facebook, Twitter, MySpace and other online/internet-based social networks. If a Cooperative employee is contacted by a student via an online/internet-based social network, the Cooperative employee will notify the student and the student's parent/guardian using the Cooperative's electronic mail system, unless another means of notification is more appropriate based on the student's age and needs, and indicate that because Cooperative employees are prohibited from communicating with students via online/internet based social networks, the employee is unable to respond to the student's communication.
2. Communicating and socializing with students using non-Cooperative based electronic mail, cell phones, texting, or internet-based online messaging except in the case of an emergency. Cooperative employees may communicate with students via the Cooperative's electronic mail system if such communication is for school purposes and/or related to the student's participation in school activities.
3. Posting items with sexual content or which are sexually explicit or sexually provocative on Facebook, Twitter, MySpace and other online/internet-based social networks.
4. Posting items exhibiting or advocating the use of drugs and/or alcohol on Facebook, Twitter, MySpace and other online/internet-based social networks.

Violators of this policy shall be subject to consequences including, but not limited to, loss of Cooperative electronic mail system and internet privileges, discipline up to and including termination, referral to law enforcement authorities and/or other legal action as deemed appropriate.

CROSS REFERENCE: 5:120, Ethics
 6:235, Technology System Use and Internet Safety Policy

ADOPTED: January 25, 2011