

**ENFIELD PUBLIC SCHOOLS**  
**Enfield, Connecticut**

**Personnel – Certified/Non-Certified**

**4118.51**

**Social Networking**

The Enfield Board of Education recognizes and respects the First Amendment Rights of its employees and acknowledges that its employees have the right, in certain circumstances, to speak out on matters of public concern through any and all media, including social media (i.e. Facebook, Twitter, Bing, etc.). The Board of Education also recognizes that inappropriate content authored by employees can interfere with the educational process. Therefore, Enfield Public School employees who engage in personal use of social media should be aware that any use which interferes with the educational mission of the district, breaches confidentiality obligations of school district employees, or harms the goodwill and reputation of the school district is not acceptable and is subject to disciplinary action up to and including termination.

Legal References:      Connecticut General Statutes  
                                 The Freedom of Information Act  
                                 53A-182B Harassment in the first degree.  
                                 31-48d Employees engaged in electronic monitoring required to give prior  
                                 notice to employees. Exceptions. Civil penalty.  
                                 United States Code, Title 20  
                                 675 1-6777 Enhancing Education Through Technology Act, Title II, Part  
                                 D, especially: 6777 Internet safety  
                                 United States Code, Title 47  
                                 254 Universal service discounts (E-rate)  
                                 Code of Federal Regulations, Title 47  
                                 54.520 Internet safety policy and technology protection measures, E-rate  
                                 discounts  
                                 U.S. Constitution, 1st Amendment  
                                 Connecticut Constitution, Article 1, Sections 3, 4, 14

**Policy Adopted:      April 23, 2019**