

SOCIAL MEDIA

LEARN recognizes the importance and utility of social media and networks for its employees. Nothing in this policy is intended to limit an employee's right to use social media or personal online accounts under applicable law. LEARN acknowledges, for example, that its employees have the right under the First Amendment, in certain circumstances, to speak out on matters of public concern.

While a policy cannot address every instance of inappropriate social media use, employees must refrain from such use that:

- 1) interferes, disrupts or undermines the effective operation of LEARN and/or its individual schools or programs;
- 2) is used to engage in conduct that is harassing, defamatory, obscene, abusive, discriminatory or threatening;
- 3) creates a hostile work environment;
- 4) breaches confidentiality obligations of LEARN employees; or
- 5) violates the law or LEARN policies and regulations.

The Executive Director or designee will adopt and maintain administrative regulations to implement this policy, subject to any collective bargaining obligations.

Legal References:

U.S. Constitution, Amend. I

Conn. Constitution, Article I, Sections 3, 4, 14

Conn. Gen Stat. § 31-40x. Employer inquiries re personal online accounts

Conn. Gen. Stat. § 31-48d. Employers engaged in electronic monitoring – prior notice

Conn. Gen. Stat. § 31-51q. Liability of employer for discipline or discharge

Conn. Gen. Stat. §§ 53a-182; 53a-183; 53a-250. Disorderly conduct. Harassment.

Electronic Communication Privacy Act, 28 U.S.C. §§ 2510 through 2520