

Social Media Use by Employees  
[ISBA Code: 3330]

Electronic media includes all forms of social media, such as text messaging, instant messaging, electronic mail (e-mail), blogs, electronic forums (chat rooms), video-sharing Web sites, editorial comment posted on the Internet, social network sites, and all forms of telecommunication, such as landlines, cell phones, and web-based applications.

Use with Students

Employees, including employees of organizations with which Lafayette School Corporation has contracts, may use electronic media to communicate with currently enrolled students about matters within the scope of the employee's professional responsibilities. The regulations for this policy shall address:

1. Exception for family and social relationships;
2. The circumstances under which employees may use text messaging to communicate with students; and
3. Other matters deemed appropriate by the superintendent or designee.

Personal Use

Employees shall be held to the same professional standards in their public use of electronic media as they are for any other public conduct. If an employee's use of electronic media violates state law, federal law, corporation policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Relationships with Students

The use of social media or other means by employees to form romantic or other inappropriate social relationships with students is strictly prohibited. Staff members will maintain appropriate boundaries with students as it relates to personal matters, office interactions, physical contact, social media interactions and communication, both in-person and through electronic devices.

Any sexual relationship between a student and a school employee is always prohibited, even if it is consensual.

Board Adopted: November 13, 2023  
Board Revised: April 14, 2025