

## **Staff Use of Personal Electronic Devices and Social Media**

Staff possession or use of personal electronic devices on district property, in district facilities during the work day, and while the staff is on duty or in attendance at district-sponsored activities may be permitted subject to the limitations set forth in the administrative regulation and consistent with any additional district work rules as may be established by the superintendent. At no time, whether used on or off-duty will a personal electronic device be used in a manner that interferes with staff duties and responsibilities, or in a manner that violates state or federal law.

Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with superintendent or designee approval.

Staff members are subject to disciplinary action up to and including dismissal for using a personal communication device in any manner that is illegal or violates the terms of this policy. The taking, disseminating, transferring or sharing of obscene, pornographic, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, emailing, etc.) may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring or sharing obscene, pornographic, or otherwise illegal images or photographs, will be reported to law enforcement and/or other appropriate state or federal agencies.

Licensed staff are subject at all times to the Standards of Competent and Ethical Performance for Teachers (See OAR 584-020-100 and 584-020-0035). The same standards of ethical behavior apply to all employees as outlined in the *Employee Handbook*.

The district will not be liable for loss or damage to personal electronic devices brought onto district property and district-sponsored activities.

END OF POLICY

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**Legal Reference(s):**

[ORS 167.057](#)

[ORS 163.432](#)

[ORS 163.433](#)

[ORS 163.684](#)

[ORS 163.686](#)

[ORS 163.687](#)

[ORS 163.688](#)

[ORS 163.689](#)

[ORS 163.693](#)

[ORS 163.700](#)

[ORS 326.011](#)

[ORS 326.051](#)

[ORS 332.072](#)

[ORS 332.107](#)

[ORS 336.840](#)

[\[OAR 584-020-0000 to -0035\]](#)

Copyrights, Title 17, as amended, United States Code; 19 CFR Part 133 (2001).

Melzer v. Bd. Of Educ., City of New York, 336 F.3d 185 (2d Cir. 2003).

Ross v. Springfield Sch. Dist., No. FDA 80-1, aff'd, 56 Or. App. 197, rev'd and remanded, 294 Or. 357 (1982), order on remand (1983), aff'd, 71 Or. App. 111 (1984), rev'd and remanded, 300 Or. 507 (1986), order on second remand (1987), revised order on second remand (1988).

**Cross Reference(s):**

JHFF - Reporting Requirements Regarding Sexual Conduct with Students