



Department: Human Resources  
Policy Number: HUM-A034  
Effective Date: 05/09/05

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## ADMINISTRATIVE POLICY

The online version of this policy is official.  
Therefore, all printed versions of this  
document are unofficial copies.

### SCHOOL DISTRICT COMMUNICATION SYSTEM USAGE

This policy covers employee use of Clarksville-Montgomery County School System communication systems, including computers, computer-based communication software and peripherals, facsimile, e-mail, internet, texting, telephone, and voice mail.

- 1. Official use.** CMCSS communication systems, including all peripherals and software, are intended for official use. Acceptable use of all technology hardware, software and connectivity equipment is detailed in CMCSS Technology Acceptable Use Policy (ref. [TCH-A002](#)). Employees may not use a password, access a file, or retrieve any stored communication without authorization. While intended for official use, CMCSS recognizes there are instances where private communication through school district communication systems may be desirable and/or necessary. However, such private communication must be held to a minimum and must be of a nature as to contribute to the employee's performance of his or her job. For example, a brief phone call to the employee's home to pass information would be appropriate while a social conversation with one's friend would not be appropriate. Employees may not transmit insubordinate communications, or communications that are contrary to CMCSS policies.
- 2. No offensive language.** CMCSS maintains a workplace free of harassment and is sensitive to the diversity of its employees. Employees are prohibited from using computers, the internet, texting, facsimile, voice mail and the e-mail system in any way that is disruptive, harmful to morale, or offensive to others on the basis of race, sex, sexual orientation, religion, ancestry, disability, or any basis protected by law. Misuse of these resources also includes but is not limited to, ethnic slurs, racial comments, off-color jokes, or anything that may be construed as harassment or showing disrespect for others.
- 3. Solicitation.** CMCSS communication systems may not be used to solicit others to promote personal events or causes, commercial ventures, religious or political causes, outside organizations, or other unofficial matters. Employees may not transmit promotional materials, "junk mail," "spam," "chain letters," "pyramid schemes," or any other form of solicitation.
- 4. Official Employer Records.** All data that are composed, transmitted, or received via CMCSS communication systems are considered to be the property of CMCSS, and are subject to monitoring, and as such, are also subject to disclosure to law enforcement or other third parties. Additionally, all forms of electronic communication may be a public record under the public records law and may be subject to public inspection under T.C.A. §10-7-501, et. seq., as amended.
- 5. Duplication or downloading of software.** CMCSS purchases and licenses the use of various communication systems software programs solely for official purposes and does not own the copyright to this software or its related documentation. Employees are prohibited from illegally duplicating software and its related documentation (ref. [TCH-A002](#)).
- 6. Employer access to data.** CMCSS reserves the right to read the contents of all forms of electronic communication for any purpose. Communication systems may be monitored, searched and reviewed by CMCSS or its agents at any time. The district reserves the right to monitor, inspect, copy, review and store (at any time and without any prior notice) all usage of

district computers, computer systems, and electronic communications. There is no expectation of privacy by users when using the internet or electronic communications ([TCH-A002](#)).

7. **Passwords.** Employees should provide their district passwords associated with CMCSS communication systems upon request by their respective supervisors.
8. **Authorization to monitor, search, and review any employee communications is required.** The Chief Human Resources Officer or CMCSS General Counsel is the authorizing authority to approve requests to monitor, search, and review any employee communications on CMCSS communication systems not covered by the CMCSS Technology Acceptable Usage Administrative Policy (ref. [TCH-A002](#)).
9. **Notification of violations.** Employees should notify their respective supervisors of any known violations of these provisions. Violations involving technology equipment should be handled per Computer Abuse Discovery Procedure (ref. [TCH-P026](#)). Failure to disclose known policy violations may subject the employee to disciplinary action.

Associated Documents: Technology Acceptable Use Policy ([TCH-A002](#))  
 Computer Abuse Discovery Procedure ([TCH-P026](#))

**Revision History:**

<u>Date:</u>	<u>Rev.</u>	<u>Description of Revision:</u>
5/09/05		Initial Release
11/3/09	A	Reference CMCSS Technology Acceptable Use Policy in 1, 5 & 9 and Computer Abuse Discovery Procedure in 10, clarify 9.
09/13/10	B	Added "sexual orientation" to 2 <sup>nd</sup> sentence of item 2 and deleted the word "other" in same sentence.
07/01/11	C	Added "texting" to first sentence. Deleted last sentence under 1. Official use, and substituted "Employees may not transmit in subordinate messages, or messages that are contrary to CMCSS policies." 2. Added "texting" in second sentence. 3. In second sentence, replaced "upload" with "transmit". Deleted last two sentences. 5. Deleted "and downloading software from the internet without the authorization of CMCSS" from last sentence. 6. Added last sentence. 7. Publication of e-mail addresses - deleted. 8. Renumbered to 7 and changed sentence wording. 9. Changed to 8. Deleted first two sentences. 10. Renumbered to 9. Associated Documents – "Discover" changed to "Discovery"
2/15/13		Reviewed, no changes
1/7/15		Reviewed, no changes

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10/17/16	D	#1, Added “acceptable” use of all technology. Changed “messages’ to “communications”. #2, Changed “facilities” to “resources”. #6, Added last sentence. #8, Changed “personal” to “any employee”.
11/26/18	E	Replaced references to email with all forms of electronic communication throughout policy. Updated reference to T.C.A. #8, added CMCSS General Counsel.

**\*\*\* End of Policy \*\*\***