

La Academia Dolores Huerta Charter Middle School

La Academia Dolores Huerta (LADH) acknowledges that many of its employees and members of the Governing Council (GC) are active on social networking sites (e.g., Snapchat, TikTok, Facebook, YouTube, Twitter, LinkedIn, Pinterest, etc.) and chat rooms and create/maintain blogs and personal websites. Although LADH strives to respect everyone's personal Internet use, it is keenly aware that words, images, videos, and comments posted online by LADH employees and GC members can reflect or be attributed to LADH. Therefore, as LADH employees and GC members, you should be mindful to use electronic media responsibly and be respectful of others.

LADH employees and GC members should be cautious when posting. What is posted on social media sites and chat rooms spread quickly and permanently remain on the internet. Harassing, discriminatory, defamatory, and terroristic statements are not suitable and could subject LADH employees and GC members to legal action.

As LADH employee and GC members' online postings can impact LADH, the following guidelines have been adopted by LADH and must be observed whenever participating in social networking sites and /or engaging in other forms of Internet usage. It will be considered a breach of acceptable conduct to post on any public or private website or other forum (e.g., including but not limited to Facebook, TikTok, Snapchat, newsgroups, listservs, discussion groups, Twitter, etc.) or any other electronic or print communication format, any of the following:

- 1.) Anything that may harm the goodwill or reputation of LADH or any disparaging information about LADH.
- 2.) Any disparaging, discriminatory or harassing information concerning any employee, vendor, GC members, students, student family members, or other persons associated with LADH.
- 3.) Any confidential LADH personnel or student information, security information, or legally protected privileged information recognized by the courts.
- 4.) Any personal information about LADH students, employees, yourself, other GC members, or community members.
- 5.) Any abusive, profane, threatening, or offensive language.

This policy applies regardless of where or when employees or GC members post or communicate information online.

Any views, thoughts, or opinions expressed by individuals are solely that of the individual and do not reflect the views, opinions, policies, or positions of LADH.