

Policy: Employee Social Media Policy
Policy Number: GL
Policy Type: Personnel

Digital communication and social media create new opportunities for extending and enhancing education. Social media can support instructional practice, and assist in developing professional learning networks. Hanover School Division supports the use of social media to interact knowledgeably and responsibly for these stated purposes, with the expectation that employees will maintain professional boundaries at all times.

The Employee Social Media Policy governs the publication of, and commentary on social media by employees of Hanover School Division (“HSD”). This policy and the requisite procedures, provide guidance and direction for the appropriate use of social media - in alignment with HSD policies. The terms as defined, seek to ensure appropriate use and to mitigate exposure to risk, for employees and the Division. HSD employees are free to publish or comment on social media in accordance with this policy.

refers to a diverse set of online tools that enable people and organizations to

For specific Guidelines and application of this policy, refer to Hanover School Division's Administrative Procedure P - GE - 111.

Use of Social Media procedure.

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| Date Policy Created | June 8, 2018 |
| Date of last Review: | June 30, 2022 |
| Reference(s): | The Educational Administration Act (C.C.S.M.C. E10) Part V:28 (3) Public Schools Act The Defamation Act (RSM 1987, c D20) The Freedom of Information and Protection of Privacy Act (SM 1997, c.50) The Manitoba Human Rights Code (SM 1987-88, c.45) The Privacy Act (RSM 1987, c. P130) The Protecting Children (Information Sharing) Act (SM 2016, c.17) School Administration Handbook Procedure P-GLA Use of Social Media |
| Related Forms: | |