

ELECTRONIC MONITORING OF THE WORKPLACE

Policy Statement

For the enhanced protection of its students, personnel and premises and pursuant to the authority of Public Act 98-142, Connecticut General Statute §31-48d, the Trumbull Board of Education hereby gives notice of the potential use of electronic monitoring in the workplace.

“Electronic monitoring” means the collection of information on Trumbull Public Schools’ premises concerning employees’ activities or communications by any means other than direct observation, including the use of:

- Telephone (landline and district-issued cellphones)
- Camera (including hidden cameras)
- Computer (including email, browser history, and other computer log data)
- Radio
- Wire
- Electromagnetic
- Photoelectronic
- Photo-optical
- Property through Global Positioning Systems (GPS)

but not including the collection of information (A) for security purposes in common areas of Trumbull Public Schools’ premises which are held out for use by the public, or (B) which are prohibited under State or Federal law.

When Trumbull Public Schools has reasonable grounds to believe that employees are engaged in conduct which (i) violates the law, (ii) violates the legal rights of the employer or the employer’s employees, or (iii) creates a hostile workplace environment and (B) electronic monitoring may produce evidence of this misconduct, Trumbull Public Schools may conduct monitoring without giving prior written notice.

Questions about electronic monitoring in the workplace should be directed to the Superintendent of Schools or members of the administrative staff of the District.

Adopted: 10/07/03

Revised: 7/14/15

Reference

- Public Act 98-142
- Connecticut General Statute §31-48d
- Trumbull Board of Education policy—Security, Policy Code 3516