

Social Media Policy

While Provident Charter School respects the right of employees, students and families to use social media and networking sites, as well as personal websites and blogs, it is important that any such personal use of these sites does not damage Provident Charter School's reputation, its employees, or its students or their families. Student use of social networking sites is prohibited on Provident Charter School distributed laptops; for students, these guidelines are intended to be applied for personal computer use outside of school. All users should exercise care in setting appropriate boundaries between their personal and public online behavior, understanding that what is private in the digital world often has the possibility of becoming public, even without their knowledge or consent.

Provident Charter School strongly encourages all employees, students and families to carefully review the privacy settings on any social media and networking sites they use (such as Facebook, MySpace, Twitter, Flickr, LinkedIn, etc.), and exercise care and good judgment when posting content and information on such sites. When using a social media site, an employee may not include current students as "friends," "followers" or any other similar terminology used by various sites. If an employee has a community that extends to persons who are parents, alums, or other members of the Provident Charter School community, s/he must exercise good judgment about any content that is shared on the site. Additionally, employees, students and families should adhere to the following guidelines, which are consistent with Provident Charter School's community standards on harassment, student relationships, conduct, professional communication, and confidentiality:

- Users should not make statements that would violate any of Provident Charter School's policies, including its policies concerning discrimination or harassment;
- Users must uphold Provident Charter School's value of respect for the individual and avoid making defamatory or disparaging statements about the School, its employees, its students, or their families;
- Users may not disclose any confidential information of Provident Charter School or confidential information obtained during the course of his/her employment, about any individuals or organizations, including students and/or their families.

Provident Charter School has a strong interest in promoting a safe and supportive learning environment, as well as maintaining a positive reputation in the community. If the School believes that an employee's activity on a social networking site, blog, or

personal website may violate the School's policies or otherwise may have a detrimental impact on the learning environment, the School may request that the employee or student cease such activity. Depending on the severity of the incident, the employee or student may be subject to disciplinary action. Provident Charter School reserves the right to impose discipline, up to dismissal or termination, for any behavior on or off-campus that Provident Charter School determines may impair or negatively impact the reputation of the School.