



# Title IX and Education Institution Best Practices and Appropriate Faculty-Student Interactions



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To respond to our polls: In the "To" field, type:

22333

Then, type

# **SquirePB**

in the text field and send it!

NOT case sensitive



#### Part I:

Title IX and
Educational Institution
Legal Best
Practices Refresh



#### FERPA in the Real World

Knock knock Who's there? ~FERPA FERPA who? Sorry, I can't tell you that....

#### Refresher:

Duty to maintain student records and make them available to student/parent upon request

Duty to protect personally identifiable student information – prohibited to release to anyone but parent/student



"Education records" are defined as those records that are: (1) directly related to a student; and (2) maintained by an educational agency or institution, or by a party acting for the agency or institution.

Includes medical records maintained by the school

#### Differences for minors and adults

When student is under 18, both student and parent can request information

When student is 18 or older, parent does not have broad FERPA rights

You're at a block party at the end of the summer, talking with your neighbors about the school year starting up. Your neighbor, Jane, has a friend whose daughter was at Aultman last year. Jane asks if the girl is coming back for a second year at the College.



#### What should you say?

Yep! She starts next week – should be great because she got all As last year.

I think so, but I never heard what came of that issue she had with one of her professors last year.

No, she dropped out.

I'm not sure.

You and a colleague decide to grab a drink after work and head to the bar. You weren't the only ones with that idea – the bar is packed! You order drinks and catch up, trading stories about your classes and how they've been going so far this semester. You have a particularly difficult student and you think your colleague might have had them last year. You ask, "Wasn't Sarah Smith in your class last year? How did you get through to her? She's failed every assignment I've given her, doesn't show up half the time, and asks really disrespectful questions. I don't think she's going to make it if she keeps this up." Your colleague says he had the same problem with Sarah last year and, "She got the worst grade I've ever had to give. I don't know why they've let her stay."



#### Is there a FERPA issue here?

Yes

No

Sarah Smith's mom is also really worried about Sarah's performance at school. Sarah is 20 years old, but her mom has seen her struggle with school in the past and she really wants to see Sarah succeed this time. She also knows Sarah has ADHD, which always made school tough for her. Mrs. Smith reaches out to you to ask how Sarah is doing in class and to see if you are giving Sarah extra time to complete assignments and tests.



#### How should you respond?

You're right to be worried. I just don't know what to do about Sarah! I think she's going to fail no matter what I do.

Thanks for reaching out. It's good to know about Sarah's ADHD. What kinds of supports did she have in high school to accommodate her?

I'm sorry, but I can't discuss students with you. If Sarah has questions or concerns, I'm happy to discuss them with her.

You have a rough day at work and just need to vent. You jump on Facebook when you get home and write, "Does anyone else hate their job? MY STUDENTS ARE THE WORST! They're stupid and don't listen to anything I say. Plus, NEWS FLASH – if you're preggers maybe school isn't for you."



#### Is there a FERPA issue here?

Yes

No



# Title IX Requirements Overview

Includes domestic violence situations

Applies to internships and externships

Applies to guests and campus visitors, contractors

Applies to things that happen off campus but tie back to campus

Applies to all interactions between faculty/staff and students

## **Domestic Violence Situations**

"Physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person."



One of your social work students is assigned to do home visits for several families. The student comes back from her first home visit and tells you that the father in the family told her she was "hot" and squeezed her butt when she walked by him.



#### Is this a Title IX issue?

Yes

No

A male student comes to you and reports that one of the doctors at the hospital has said he will only work with female nurses.



#### Is this a Title IX issue?

Yes

No

The College is having some sidewalks replaced, so there are concrete crews on campus. A student reports to you that three of the crew members catcalled her as she walked past them to class in the morning.



#### Is this a Title IX issue?

Yes

No

One Monday morning, one of your students come to you and confides that while she was at a party on Saturday night at an off-campus apartment, she had a few drinks and fell asleep in one of the bedrooms. When she woke up, one of her classmates was on top of her. She ran out of the room, but now she's scared that she may see the classmate on campus. She is afraid to be around him.



#### Is this a Title IX issue?

Yes

No



# Applies to all interactions between faculty / staff and students

Keep in mind the evolving definition of "sex" under Title IX and similar statutes

# **Informal Process**

- What to do if you overhear something
- What to do if you hear a rumor
- What to do if a student comes to you



#### Your Responsibility

Take **ALL** complains or rumors of inappropriate behavior seriously.

Maintain confidentiality.
Only discuss with those who have a NEED to know.

Document and aid with investigation after involving HR.

Follow up with all parties and maintain a compliant workplace.

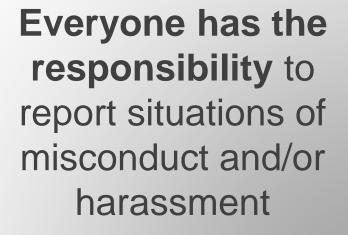
#### If You are Accused...

- Stay professional; remember your role as a leader!
- Refer matter to the Title IX Compliance Officer
- Cooperate in the investigation
- 4. Maintain confidentiality

#### Confidential Resources



Chaplain and Nurse



- But think critically through situations first
- Distinguish between what really needs to be reported and what doesn't
  - When is it attention-seeking?
  - When is someone just looking for guidance on interacting with someone?
    - EX: Classmate is annoying, texts during class, but no sex component and no interference with participation.
  - When is it an academic issue rather than sexual harassment?

A student comes to you every morning to complain about how her boyfriend didn't call her back last night.



# Do you need to report that as a possible Title IX issue? Yes No

A student comes to you and confides that they really aren't getting along with their partner on a project in your class. Apparently the partner spends the whole class period texting and checking Instagram, instead of working.



#### Is this a Title IX issue?

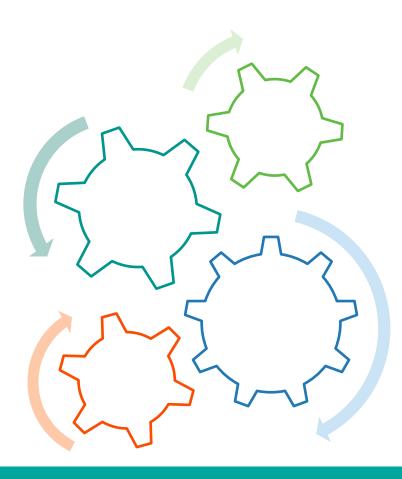
Yes

No

# Trauma Informed Response

Ohio has focused on five strategies for trauma informed response to sexual violence:

- Focus on data to guide action
- Empower campus constituencies to prevent and respond
- Encourage a culture of respect and responsibility
- Create a comprehensive response protocol
- Ensure your response is survivor-centered



# Reporting Involving Minors

Avoid singling them out; same policies apply

Does anything need to be reported as suspected abuse?

Is there a need to report the incident to parents? When?

# Focus on Those Responsible for Adjuncts



Make sure they understand policies.



Make sure they're comfortable with what they have to do to meet obligations.







# What is a reasonable accommodation?

Anything that enables the employee to perform the essential functions of the job

# What is NOT a reasonable accommodation?

Elimination of an essential job function Accommodations that cause undue hardship to the employer

### **Examples**

Accessible and usable facilities

Job restructuring

Flexible work schedules

Acquisition or modification of equipment

Qualified readers or interpreters

### Leave as a Reasonable Accommodation

### EEOC published new guidance on leave and the ADA on 5/9/2016

- EEOC position is that unpaid leave is a reasonable accommodation that must be considered
- If employee is a qualified individual with a disability, and no other leave is available (i.e., company-provided leave, FMLA), treat request for leave as request for reasonable accommodation and start the interactive process
  - If FMLA-eligible, leave as an ADA accommodation is not an issue until FMLA is exhausted

# Leave as a Reasonable Accommodation

(continued)

- Can deny unpaid leave if it would be an undue hardship
- Upon return from leave, may need to initiate interactive process again if employee has restrictions
  - Can reach out to health care provider for additional information

How long of a leave is the employee entitled to under the ADA?

- No bright line test (Sorry!)
- Indefinite leave is not required
  - If request for leave appears open-ended, you may ask for further information from health care provider.

## Scenario: Michelle is a Recruiter

Michelle is a recruiter who was seriously injured 80 days after she was hired. She was out of work for two months, then requested to work from home for four weeks when she anticipated being able to return full time.

Employee said she could perform all of the essential functions of the job at home, except for job fairs, and most of her time was spent sitting and doing job screenings.



Is Michelle's request to work from home temporarily a reasonable accommodation?

### Disability-Related Information for Students

- Students also have rights under the ADA to reasonable accommodations (including extended time for testing)
- High school students taking college classes through College Credit Plus may have IEPs or 504 Plans that spell out necessary accommodations
  - Make sure you understand what accommodations must be provided
  - Note that accommodations cannot change the essential nature of the course



# **Pregnancy Discrimination**



Pregnancy Discrimination Act amended Title VII of the Civil Rights Act of 1964 to "prohibit sex discrimination on the basis of pregnancy."

The Act covers discrimination "on the basis of pregnancy, childbirth, or related medical conditions."

## **Scenario Poll**

A member of your team requests time off to complete invitro fertilization.



### Is this a protected accommodation?

Yes No I'm not sure

# **Scenario Poll**

Brian's wife just gave birth to their first child and he has asked for 2 weeks off to spend with the new baby.



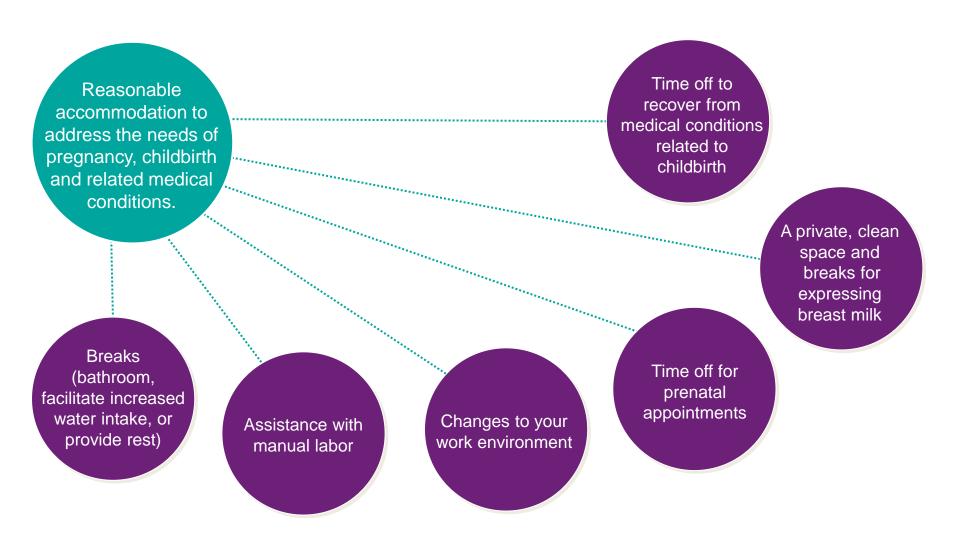
### Is this a protected accommodation?

Yes No I'm not sure

# **EEOC: Pregnancy Discrimination Guidance**

Pregnancy Discrimination Act: Applies to current and past pregnancies, potential and intention to become pregnant, and new fathers





# **FMLA** and Pregnancy

Examples of pregnancy-related work absences that are covered by the FMLA include absences:











Leaders are the eyes, ears and voice of the employer.



People in leadership roles are often the first to know of issues.



Call up problem behaviors of others.



# The Law



Aultman
Code of Conduct
& Values

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Legal Requirements

### PURPOSE OF OUR CODE OF CONDUCT

Our Code of Conduct is a resource for all members of the Aultman workforce to assist us in carrying out our daily activities within appropriate ethical and legal standards. It governs our relationships with patients, physicians, third-party payers, customers, contractors, vendors, consultants, government agencies, and one another.

The Code conveys our high ethical values and standards of conduct and is intended to ensure that we each meet our obligation of compliance with the laws and regulations that govern the health care industry and our own policies and procedures.

This Code is intended to complement, not replace, our existing policies and procedures. All members of the Aultman workforce are expected to follow this Code of Conduct, as well as all applicable policies and procedures, laws, regulations, and contractual obligations. If there is not an existing Aultman policy on a particular subject, the general principles of this Code of Conduct shall be used as a guideline.



# Aultman's Code of Conduct

### In relationships with each other, we:



### **Aultman Values**

Recognize and respect the unique talents of every Aultman team member Exceed patient, enrollee and student expectations.

Success through teamwork

Promote a highly reliable organization

**E**ducate our community

**C**ost-Effective management of resources

Trust, integrity and compassion in all relationships





### **AULTMANCOLLEGE**

#### **OUR VISION**

Aultman College of Nursing and Health Sciences will be the leader in educating exceptional health care professionals who positively impact society.

#### **OUR MISSION**

As a partner in a unique integrated health care delivery system, Aultman College is a higher education institution offering a premier health sciences education. We serve current and emerging needs in northeast Ohio and beyond through academically challenging and relevant degree and community education programs.

#### **OUR VALUES**

Aultman College maintains a student-centered culture that values:

#### QUALITY

We will deliver an outcome-focused, cost-effective educational experience.

#### INTEGRITY

We will build trustworthy relationships through transparency, collaboration, and personal and professional accountability.

#### CARING

We will serve with compassion and respect and embrace diversity of ideas, cultures, and people.

#### KNOWLEDGE

We will foster a rigorous academic environment that inspires critical thinking, creativity, and lifelong learning.







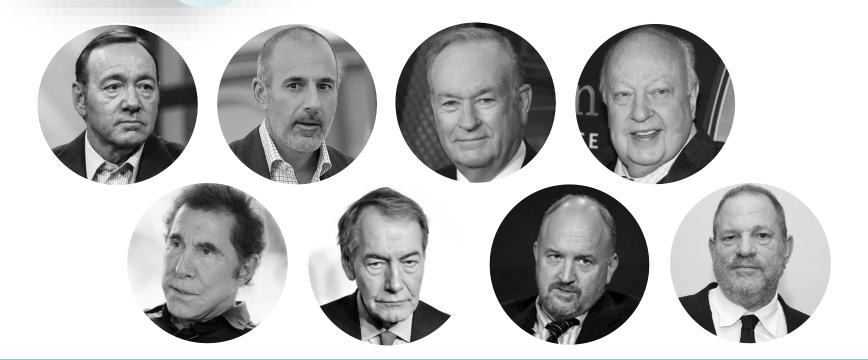
# Sexual harassment law hasn't changed much in the past few years...



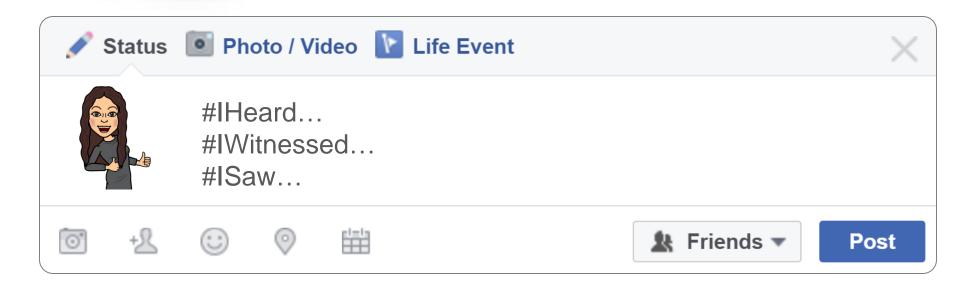
- Increase in number of people who speak out
- The audience that can be reached has grown significantly (amplified by social media)

What's next?

Not just going to be the rich and famous or those in tech companies in California...







## Aultman Sexual Harassment Policy



Aultman Health Foundation is committed to providing a professional work environment that maintains employee quality, dignity, and respect. In keeping with this commitment, Aultman Health Foundation strictly prohibits any discriminatory practice, including sexual harassment. Sexual harassment, whether verbal, physical, or environmental, is unacceptable and will not be tolerated.

Sexual Harassment Defined: Sexual harassment is illegal under federal, state, and local laws. It is defined as any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting the individual; or
- The conduct has the purpose or effect of unreasonably interfering with the individual's performance or of creating an intimidating, hostile, or offensive working environment.

## Aultman Sexual Harassment Policy



The types of behaviors that constitute sexual harassment may include, but are not limited to:

- Unwelcome sexual flirtation, advances, or propositions;
- Derogatory, vulgar, or graphic written or oral statements regarding one's sexuality, gender, or sexual experience;
- Unnecessary touching, patting, pinching, or attention to an individual's body;
- Physical assault;
- Unwanted sexual compliments, innuendos, suggestions, or jokes; and
- The display of sexually suggestive pictures or objects.

## Aultman Sexual Harassment Policy



#### **Complaint Procedure**

Any employee who has a sexual harassment complaint against a supervisor, co-worker, visitor, patient, guest, or other person, must bring the problem to Aultman Health Foundation's attention. If you believe that you have been sexually harassed, please immediately report the incident to the Human Resources Department or contact an appropriate manager/supervisor. If the complaint involves someone in your direct line of supervision, you should inform another supervisor of the complaint. The complaint will be immediately and thoroughly investigated in a professional manner.

Actions taken internally to investigate and resolve sexual harassment complaints will be conducted confidentially, to the extent practicable and appropriate, to protect the privacy of all persons involved. Investigations may include interviews with the parties involved in the incident and, if necessary, with individuals who may have observed the incident or conduct or who have other relevant knowledge.

## Harassment Policy



#### I. Purpose:

Aultman College is committed to providing an environment that respects the dignity of every individual by treating employees and students with honesty and professionalism and valuing their talents and perspectives. The college environment should therefore be free of inappropriate behavior of all kinds.

#### II. Policy:

The college prohibits harassment and inappropriate behavior of any kind including that which is based on race, color, national or ethnic origin, religion, gender, age, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by state or federal law.

#### III. Definitions:

#### Harassment

Harassment is unwelcome conduct toward an individual because of his or her race, color, national or ethnic origin, religion, gender, age, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by state or federal law when the conduct creates an intimidating, hostile, or offensive environment that causes performance to suffer or negatively affects the aptitude of an individual.

The law prohibits many forms of harassment. Examples of harassment include:

 Oral or written communication that contains offensive name calling, jokes, slurs, negative stereotyping, or threats. This includes comments or jokes that are distasteful or targeted at individuals or groups based on race, color, national or ethnic origin, religion, gender, age, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by state or federal law. Nonverbal conduct such as staring, leering, or giving inappropriate gifts, and physical conduct such as assault or unwanted touching.  Visual images, such as derogatory or offensive pictures, cartoons, drawings, or gestures. Such prohibited images include those in hard copy or electronic form

#### Sexual Harassment

Sexual harassment is a form of harassment that is based on a person's gender or that is sex-based behavior. Sexual harassment also includes anyone in a position of authority tying promotion, termination, or any other condition at the college to a request or demand for sexual favors.

#### IV. Procedure:

#### How to Report Violation of Harassment Policy

Incidences of harassment, including sexual harassment, should immediately be reported to the college human resources administrator or the student affairs administrator. If these administrators are unavailable or if an employee or student is reluctant to report harassment to these administrators, incidents may be reported to any faculty, staff, or administrator, who will then forward the report to the human resources administrator and/or the student affairs administrator. Complaints of sexual harassment will be addressed via the college's Title IX policy and procedure.

## Harassment Policy



Investigation and Response

The college will investigate allegations of harassment. To the extent possible, the college will protect the privacy of those involved, consistent with its need to investigate the allegation and resolve the issue. In appropriate cases, the college may take disciplinary action, up to and including immediate expulsion from the college or termination, against those who violate this harassment policy. To respect the privacy and confidentiality of all people involved, including the accused, the college might not share specific details of the discipline or other action taken.

#### Retaliation is Prohibited

The college will not retaliate against an individual who makes, in good faith, a report of harassment, or provides, in good faith, information in an investigation of an incident of harassment. Nor will the college tolerate retaliation against any individual by others. Like harassment, any incidences of retaliation should be reported immediately. Any employee or student who is found to have engaged in retaliation may be subject to disciplinary action, up to and including expulsion.

#### No Appeal

The resolution by the college of an allegation of harassment is final and non-appealable.

V. Approvals:

Legal: 05.26.2011 Student Affairs: 05/27/2011 Administrative Council: 06/03/2011 Legal review: 03.15.16 Husch Blackwell Administrative Council: 05.16.16 (e-vote)

VI. Location: [Please provide verbiage for the following required publications]

· Catalog [policy, definitions, procedure]

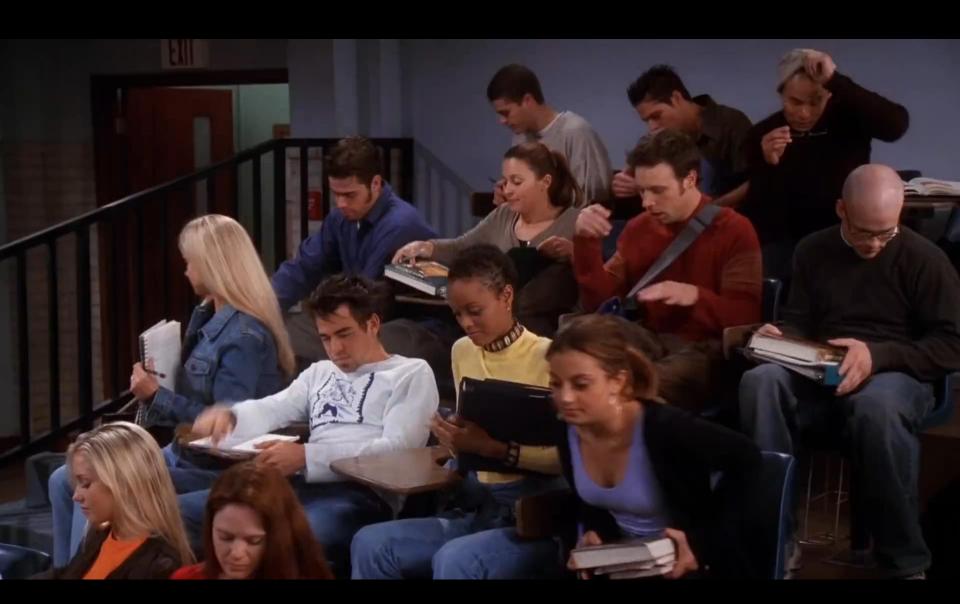
Website

· Faculty Handbook

Source:

#### Related References:

Title IX Policy: Sex Discrimination, Sexual Harassment, and Sexual Assault



## Who Can Engage in Sexual Harassment?



Someone of the opposite sex



Someone of the same sex



Temporary employee



Patient, vendor, visitor, student, member of public, some other non-employee

## Two classifications of Sexual Harassment



"Hostile Work Environment" or Environmental Harassment

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## Quid Pro Quo (Economic) Harassment

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 Involves an employment decision by a supervisor that affects pay

 Termination, demotion, transfer, evaluation, bonus, job assignment

 The supervisor's threat may be expressed or implied



FOR ALL DEBTS, PUBLIC AND I

## Hostile Work Environment (Environmental) Harassment

"Hostile Work Environment" or Environmental harassment occurs when offensive conduct that is **based on a protected category** is sufficiently severe or pervasive that it alters the conditions of employment and creates an intimidating, hostile or offensive working environment.

## Where can Harassment Occur?

In the workplace



At work-sponsored or At any place where



work-related events conduct is tied to work



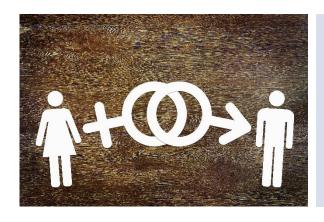
### Sex v. Gender Harassment



#### **Sexual Harassment/Discrimination**

Generally relates to sexual desire or sexual attraction (but not always), sexual body parts or "sex"

E.g., Sleep with me; nice...[body parts]...



#### **Gender Harassment/Discrimination:**

Generally relates to gender (male v. female)

- E.g., negative gender-specific stereotyping
  - Get me a coffee
  - Women don't belong in the workplace
  - Men are better managers

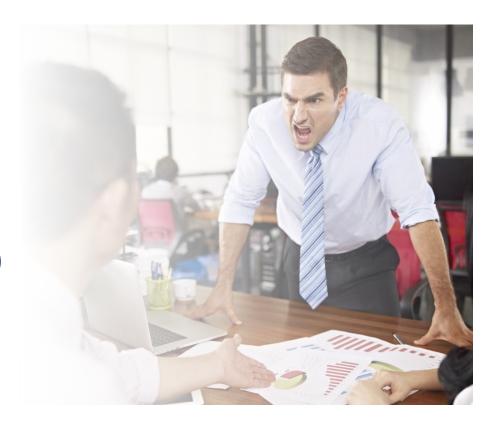


## Little Things That Could Get Under Someone's Skin But Are NOT Harassment

- Names mistakenly left off a list (because the name didn't come to mind)
- People not introduced at meetings (or mistakenly introduced as someone else of same gender)
- Failure to include some in social engagements with others from work
- Supervisor orders and requirements to follow the rules
- Excessive chumminess with some and not others

## No Guarantee of a "Nice" Place to Work

To be unlawful, hostile environment must be based upon sex or gender (or other protected classification)







# Do you think Aultman policies apply in this non-work setting? Yes No I'm not sure

## Retaliation



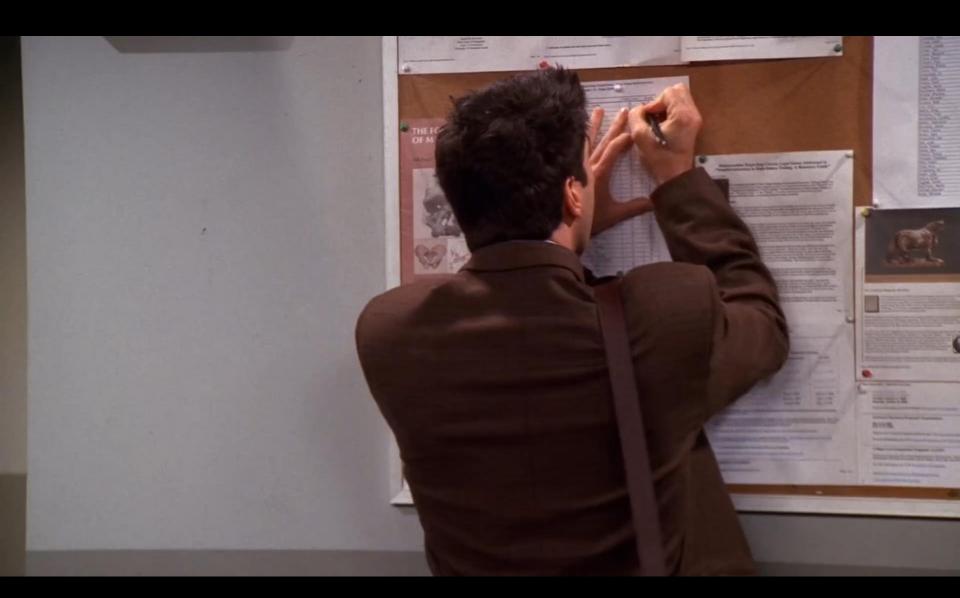
### Retaliation may be a natural instinct

Example: If you've been accused, you may feel it is best to avoid the person who accused you, etc.



## MAINTAIN APPROPRIATE RELATIONSHIPS WITH TEAM MEMBERS AND STUDENTS





## Policy on Personal Relationships

An employee involved in a personal relationship with another employee of Aultman Health Foundation will be considered "immediate relatives" and will be subject to this policy. A "personal relationship" includes, but is not limited to, the following activities: dating, sharing the same household, or living together.



### **Aultman Conflict of Interest**



Conflicts of interest may arise in a variety of circumstances. A conflict of interest occurs in situations where an employee's judgment could be affected because the employee has a personal interest in the outcome of a decision over which the employee has control or influence.

When an actual, potential, or perceived conflict of interest arises, the employee must disclose it to his/her manager or to the Compliance Office. The situation or potential conflict will be evaluated and a determination of further action will be made. If a conflict of interest involves patient care, such conflict will be disclosed to the patient.

### **Employee Student Relationship Policy**



(This policy rescinds any previous publication covering the same material.)

#### I. Purpose:

To prevent actual or apparent conflicts of interest, favoritism, and exploitation that may occur when individuals involved in romantic, sexual, or social relationships are in positions of unequal power.

#### II. Policy:

Interactions between Aultman College employees and students are guided by mutual trust, confidence, and professional ethics. As such, the following standards apply:

- College employees shall not engage in any romantic/sexual or social relationship with a student when the employee has, or is reasonably likely to have in the future, professional responsibility for the student while the student is enrolled or active at Aultman College.
  - a. The college also strongly discourages such relationships when an employee has no professional responsibility for a student. An employee considering or engaged in such a relationship should be sensitive to the potentially exploitative nature and the possibility that he or she may unexpectedly be given professional responsibility for the student due to evolving circumstances.
  - b. If an employee is engaged in a pre-existing romantic, sexual, or social relationship with a student, the relationship must be immediately disclosed to the human resources administrator. Accommodations for pre-existing relationships of this nature will be considered on a case-by-case basis. To eliminate the opportunity for a conflict of interest, a plan will be developed

in consultation with the employee's direct supervisor. Failure to disclose the relationship will result in disciplinary action.

To avoid any actual or perceived conflict of interest, there may be no direct familial relationship between an Aultman College employee and an active or enrolled student over which the employee has any professional responsibility.

It is the responsibility of all college employees to report any suspected or known violations of this policy to the human resources administrator.

Any violations of this policy will be considered misconduct, and the employee will be subject to disciplinary action up to and including termination of employment.

#### III. Definitions:

Relationship - A romantic, sexual or social relationship includes, but is not limited to family members, individuals who are/were dating individuals with sexual relationships, or any relationship that is significant to the employee.

College Employee - a person receiving any form of compensation from the college for services provided to the college or its students. This includes, but is not limited to, faculty, staff, administration, adjunct faculty, and members of the college Board of Directors. Student workers are not considered to be college employees for the purpose of this policy.

#### IV. Procedure:

V. Approvals:

Student Affairs Council: 9.20.2016 Administrative Council: 10.28.2016

- VI. Location: [Please provide verbiage for the following required publications]
  - Catalog
  - Website
  - Faculty Handbook

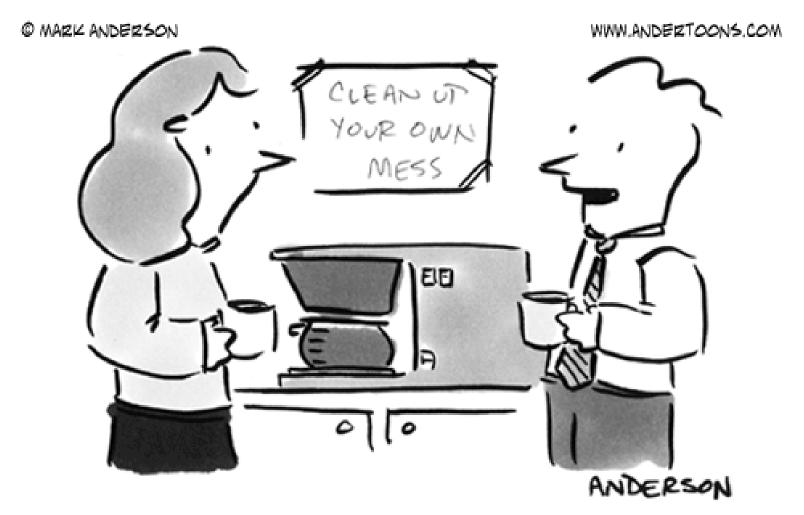


## **Favoritism**

Can lead to discrimination

- Exclusionary
- Bad for morale
- Against Values





"Word on the street is that the rumor mill heard through the grapevine that..."

### What do you do to avoid the appearance of impropriety?

Nothing - not a concern

Have social outings in groups

Only socialize individually with members of the same sex

Other

be cognizant
of the
glass ceiling effect



## Double Edge Sword: Appearance of Impropriety



LEAN IN

WOMEN, WORK, AND THE WILL TO LEAD

SHERYL SANDBERG

At Goldman Sachs in the late 1990s, management committee partner recognized perception problem

Adopted a "breakfast or lunch only policy" with employees because he felt uncomfortable going out to dinner with female employees and wanted to make access equal

Some adopt a no-dinner policy; others adopt a dinner-with-anyone policy. In either case, apply practices evenly.

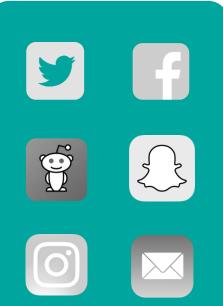




## Tips for Email and Social Media

**Don't** assume "private" posts and communication will stay private

**Don't** assume you can't face consequences at work for "personal" posts and communication



**Do** understand that email/social media can be permanent and have a wider reach than intended

**Do** consult HR when in doubt

## Crunk\_bear



- A teacher in Colorado posted this (and other photos and comments related to smoking pot) in 2013. The caption on this photo says, "Naked. Wet. Stoned." Her Twitter page said she's "crunker than most," and to "stay sexy ... stay high ... stay drunk."
- Result: Teacher was fired.

## Double-fisting



- A teacher in Georgia posted these photos on Facebook in 2009.
- Result: Teacher was forced to resign.

#### Women's March



The teacher was removed from the classroom pending an investigation. Details of the resulting discipline have not been made public.

# "Devil Spawn"

46 After today, I am thinking the beach sounds like a wonderful idea for my 5th graders! I HATE THEIR GUTS! They are the devil's spawn! >>

- In New York in 2010, the day after a student from another school drowned in the ocean on a field trip, a 5th grade teacher posted that comment on Facebook. She added, "I wld not throw a life jacket in for a million!"
- Teacher was fired, though she won reinstatement after a long legal battle.
- Even so, judges called her behavior "repulsive" and upheld a two-year unpaid suspension.

## "I already wanna stab some kids"





- A teacher in posted this in 2014.
- Result: Teacher was given a written reprimand.

#### #sarcasm



- A teacher in Michigan posted this in 2014.
- Result: Teacher was suspended for 13 days and given a last chance agreement.

# "One of Those Days"

- A school's head custodian received word from the fire department of six violations, including three for storing equipment filled with combustible fuel in the school.
  - He took a photo of the stack of citations and posted it on Instagram with the comment, "Just one of those days. #custodianproblems"
- Other photos showed:
  - The custodian, with another man, riding a bike down a school hallway.
  - The custodian poking fun at an empty toilet paper roll and a damaged classroom piano
- Details of discipline have not yet been made public.



 On another day, he posted the photo above with the comment: "My #View for the next two days... #SnowMoney #OT #CustodianLife #NYC #DeptofEd #Blizzard of 2016."

### "I don't know him, but I hate him"



- A teacher in Colorado posted this on Instagram in 2015.
- Result: Teacher was fired.

# "Germ Bags"





- A teacher posted these comments on Facebook. She thought they were private, but they became public.
- Result: Teacher was forced to resign.

## **Snow Day Announcement**

- A student in Maryland tweeted at his school district in January 2017 asking that they "close school tammarow PLEASE."
- The district's social-media coordinator replied via the district's Twitter account: "but then how would you learn how to spell 'tomorrow'? ©"
- She was fired.
- Board members said the tweet "created a lot of unpleasant responses in terms of other students piling on."

#### What about this?



#### Could you discipline staff or faculty for this Facebook post?

Yes No I'm not sure

#### The "Don'ts"



- Do not "friend" or "follow" students on your personal social media accounts!
  - Look into how to block students or keep content private on all platforms if you don't do so already.
- Do not indicate on your profile where you are employed.
- Do not tag posts with the school's location.
- Do not mention the College by name in any post – even if the posts are private, they may come up in Internet searches.
- Do not complain about your job online.
- Do not post pictures of students or their work online.

#### The "Dos"

- Know Aultman's policies regarding social media use
- Keep profile pictures clean no alcohol, nudity (or near-nudity), drugs, gang signs, etc.
- Make sure all of your accounts are set to maximum privacy, but . . .





# Questions

