Social Media Policies for Employees

- The District may not discipline employees for every social media communication that seems offensive or inappropriate.

- The District can limit or prohibit employees from using social media during work hours.

- The District can and should inform and educate employees on the dangers of participating in social media communications with students and other employees.

- Some negative communications about supervisors, wages and benefits are protected speech and employees cannot be disciplined for those communications.

- The District can discipline employees for off-duty social media communications which have caused an actual disruption to the workplace or are reasonably likely to do so.

Social Media Policies for Students

- The District may not discipline students for every social media communication that seems offensive or inappropriate.

- The District can limit or prohibit students from using social media during class time.

- The District can and should inform and educate students on the dangers of participating in social media communications.

- The District can discipline students for social medial speech that is lewd, vulgar, indecent, drug related, or plainly offensive if the communications take place in school.

- The District can discipline students for off-campus conduct which causes a material or substantial disruption at school.

If you have legal questions please contact Haley Percell at 503.588.2800 or email at hpercell@osba.org