

Town of Freedom Computer Security Policy

This policy governs the use of the Town's electronic communications and information systems by municipal users. **Users are defined as Town employees, elected officials and appointees.** All communication systems, computer equipment, software and information transmitted by or stored in these systems are the property of the Town.

Users include but are not limited to the Town Clerk, Deputy Clerks, Town Treasurer, Emergency Management Director, Animal Control Officer, Town Tax Assessor, Code Enforcement Officer, Plumbing Inspector, Town Health Official, Solid Waste Director, General Assistance Director, Road Commissioner, Fire Chief and Select Board.

The Town retains control, custody and supervision of all computers and networks owned or leased by the Town. As such, users have no right or expectation of privacy in connection with the use of said equipment and/or networks. The Town also reserves the right to monitor and remove hardware, software, data, e-mails, social media content, files or settings on computer related systems when deemed appropriate.

Users are not authorized to access messages or information using another person's password. Unauthorized duplication, dissemination, removal, installation, alteration of files, passwords, programs or other property of the Town is prohibited.

Users are expected to sign the Acknowledgment section at the end of this Policy signifying their commitment to comply with written directives provided by management about Town communication and information systems. An **employee** who intentionally violates any aspect of this policy may be subject to disciplinary action, including revocation of certain system privileges or termination of employment. This policy will be reviewed annually, but will require a new signature by each **User** only if the policy is amended.

PERSONAL USE

The Town understands an employee may need to use equipment for personal use. The usage must not preempt Town Business and must be done within the bounds of Town policies.

Users are not allowed to use Town equipment or technology for personal business interests, for profit or non-profit ventures, political activities or other uses deemed by the Select Board to be inconsistent with Town business. Questions about whether a use is appropriate should be forwarded in writing to the Select Board for a determination.

SOFTWARE, HARDWARE, GAMES AND SCREEN SAVERS

All software and hardware required for employees to perform their job will be provided and installed by the Town. Requests for new or different equipment or software should be made to the Select Board.

Games are considered inappropriate in a business environment and therefore not permitted.

Downloads, software, hardware, or other equipment, which have not been specifically approved in writing by the Select Board may compromise the integrity of the Town's computer system and are prohibited.

ELECTRONIC MAIL

This section relates to both business and personal e-mail sent from a Town computer. Personal use of the Town's email address is not allowed.

A **user's** personal e-mail accessed via a Town computer may be considered "public" data and is not protected by privacy laws. Never transmit an e-mail you would not want made public. **Users** should not expect privacy in any activity conducted on a Town-owned computer.

All emails must comply with Town policies. Notwithstanding the Town's right to retrieve and read any message or information on the e-mail, Intranet or any other Town provided and/or approved system or service, such messages or information should be treated as confidential by other users and accessed only by the intended recipient. **Users** should not attempt to gain access to another employee's messages or information. Any exception to this requires prior approval, from the Select Board.

STORING AND TRANSFERRING DOCUMENTS

Electronic documents, including e-mails, electronic communication and town-related materials should be stored on the Town's network in accordance with state Records Retention Policy.

Incidental communication, which is not an official record or transaction of Town business, should be deleted by the end of the business day.

Documents or electronic communication classified as protected or private information under data practices requirements will be stored separately from other files.

If there are questions regarding whether an electronic communication or other document is a government record for purposes of records retention laws, or is considered protected or private under data practices, check with the Select Board. For questions about creating an appropriate file structure for saving and storing electronic information, consult the Select Board.

INTERNET

The following considerations apply to all uses of the Internet whether business related or personal. The Town provides Internet access to users for Town business. Occasional personal use of the Internet is acceptable within the bounds of all Town policies.

There is no quality control on the Internet. All information found on the Internet should be considered suspect until confirmed by another source. Internet use during work hours must be limited to subjects directly related to Town business.

Users may not at any time access inappropriate sites. Some examples of inappropriate sites include but are not limited to adult entertainment, sexually explicit material, or material advocating intolerance of other people, races or religions, or matters that otherwise violate Town policies. This prohibition includes information on social media sites such as Facebook and MySpace, blogs and microblogs such as Twitter. If you are unsure whether a site may include inappropriate information, you should not visit it. No software or files may be downloaded from the Internet unless approved in advance by the Select Board. **Users** may not participate in any Internet chat-room.

PASSWORDS and PHYSICAL SECURITY of EQUIPMENT

The Town Clerk, also the Town Trio Administrator, is responsible for assigning and maintaining computer passwords. Passwords should not be shared under any circumstances. If it is necessary to access an employee's computer when he or she is absent, contact the Select Board. Passwords will not be stored near the computer. Passwords will be stored in the Town Office Vault and under the jurisdiction of the Town Clerk. Lock your workstation whenever you are out of your office.

Do not leave Town computer equipment unattended at any off-site facility. Equipment stored in an unattended vehicle will be stored in a secure manner and kept out of sight. The borrower of the computer is responsible for loss or damage.

EMPLOYEE ACKNOWLEDGMENT

I have received and read the above policy and have had an opportunity to ask any questions. I understand that my failure to follow these policies may result in disciplinary action including revocation of system privileges or termination of employment. I also understand that by my signature below, I am acknowledging that I'm agreeing to obey the terms of this agreement so long as I am an employee of the Town of Freedom. If this policy is amended then all employees of the Town of Freedom will be required to sign again.

Print Employee Name

Employee Signature

Date