

# What does our contract say about my personal freedom?

## A. PERSONAL FREEDOM

Religious or lawful political activities of a teacher outside the classroom shall not be grounds for discipline nor discrimination. The personal life of a teacher shall warrant the attention of the Board only when it may directly affect the efficient performance of her/his assigned functions during the workday.



Given the tenor of the nation, there are some things to keep in mind when posting to social media and online.



What you post to social media can be misconstrued or used against you if it is perceived as a disruption to the workday.



You cannot post whatever you want to your own social media account- what you post can have job repercussions if it negatively impacts your workday or the people you work with.

### Some questions to ask before you post...

**Could this post be taken out of context or misunderstood?**

**Would I be OK if this post was on the news?**

**Do I need to respond (online) to this comment?**

**Could my comments be harmful to a relationship with a student, parent, or staff member I work with?**

### ACPS Policy that Address Social Media Posts

#### **GBDA: Employee Use of Social Media**

"Personal Social Media Use may not disrupt the work/school environment, impair their ability to perform their assigned duties effectively, undermine supervisory authority, and/or compromise working relationships within ACPS schools and offices. Any postings by employees on Social Media Sites will not reference, link or contain statements that could be viewed as malicious, obscene, threatening or intimidating; that disparage students, employees, parents or community members; or that could be viewed as harassment or bullying."

**Got a question- call ACEA 301-729-8280**