

# IT and Computer Security Policy

## Statement

Bicknell Town furnishes computers/iPads/laptops for employees' use in conducting Bicknell business.

This includes access to e-mail and the Internet. The internet contains many useful features, including email to non-Bicknell Town resources, access to research materials, and information exchange. The purpose of this policy is to establish basic rules for employees' use of the Bicknell Town's computer system, including the Internet and email.

## Computer System, Internet and E-mail Use Policies

The Internet can be misused in a variety of ways, including but not limited to:

1. Downloading files that contain viruses, thereby endangering Bicknell Town information services;
2. Accessing objectionable material;
3. Wasting work time by performing unauthorized research or accessing non business-related information and people or for computer games, or online games.

### Individual Responsibilities:

Internet users are responsible for complying with this and all other Bicknell Town policies when using the Bicknell Town's resources for accessing the Internet. Violation of this policy is grounds for disciplinary action, up to and including termination.

### General Policies for Use of the Entity's Computer System, Including the Internet:

An employee does not have a right to privacy when using the Internet via Entity resources and employees should not expect or assume any privacy regarding the content of email communications. The Entity reserves the express right to monitor and inspect the activities of the employee while accessing the Internet at any time, and to read, use and disclose e-mail messages. In addition, all software, files, information, communications, and messages (including emails) downloaded or sent via the Internet using Bicknell Town resources are the Bicknell Town's records and property of the Bicknell Town; such records are subject to potential review and disclosure under the public disclosure law of the State of Utah. Even after an email message has been "deleted," it may still be possible to retrieve it.

The Mayor and Town Council has the right to restrict or prohibit any employee from Internet access for violation of the policy. Violations may also result in disciplinary action, up to and including termination.

Internet use via Bicknell Town resources is for Bicknell Town business. Except as outlined here, use of Bicknell Town's computer, Internet and email services are for Bicknell Town business only. Some limited personal use is permitted, so long as it does not result in cost to the Bicknell Town, does not interfere with the performance of duties, is brief in duration and frequency, does not distract from the conduct of Bicknell Town business and does not compromise the security or integrity of Bicknell Town information or software. Such limited use shall not occur on "paid time," but is permitted immediately before or after work hours and during an employee's breaks. Examples of allowable personal use include accessing a weather report or news item on the Internet, or transmitting email to a family member to assure safe arrival at home. Any personal use of [Entity name]'s computer, Internet and email services must comply with all applicable laws and [Entity name] policies, including anti-discrimination policies and Internet usage policy.

Internet use must comply with applicable laws and Bicknell Town policies including but not limited to all federal and state laws, and Bicknell Town policies governing sexual harassment, discrimination, intellectual property protection, privacy, public disclosure, confidentiality, misuse of Bicknell Town resources, information and data security.

All Internet use must be consistent with the Bicknell Town's Personnel Policies Manual.

[Entity name]'s computer system permits employees to perform jobs, share files, and communicate internally and with selected outside individuals and entities in the performance and conduct of Bicknell Town business. Employees are prohibited from gaining unauthorized access to another employee's email messages, or sending messages using another employee's password.

In order to prevent potential Bicknell Town liability, it is the responsibility of all Internet users to clearly communicate to the recipient when the opinions expressed do not represent those of Bicknell Town.

[Entity name] has the capability and reserves the right to access, review, copy, modify and delete any information transmitted through or stored in its computer system. The Bicknell Town may disclose all such information to any party (inside or outside the Entity) it deems appropriate and in accordance with applicable law. Accordingly, employees should not use the computer system to send, receive or store any information they wish to keep private. Employees should treat the computer system like a shared file system—with the expectation that files sent, received or stored anywhere in the system will be available for review by any authorized representative of the Bicknell Town for any purpose, as well as the public if a proper request is made for public records.

Good judgment should always be employed in using the Bicknell Town's email and Internet systems. Employee email messages may be read by someone other than the

person(s) to whom they were sent. Email inconsistent with the Bicknell Town's policies must be avoided. For example, it is prohibited to make jokes or comments which could offend someone on the basis of gender, race, age, religion, national origin, disability or sexual orientation. These comments would be in direct conflict with the Bicknell Town's policies prohibiting discrimination and harassment. Accordingly, employees should create and send only courteous, professional and businesslike messages that do not contain objectionable offensive or potentially discriminatory material.

Caution should be taken in transmitting confidential information on the computer system. Employees should use due care in addressing email messages to assure messages are not inadvertently sent to the wrong person inside or outside the Entity. Email creates a written record subject to court rules of discovery and may be used as evidence in claims or legal proceedings. Once sent, email cannot be retracted. Even after deletion at a workstation, email can be retrieved and read.

The safety and security of the Bicknell Town's network and resources must be considered at all times when using the Internet. Any programs from a non-current source (i.e., software that is not purchased in original diskette or CD ROM format) or which involve executable or binary files must not be downloaded or installed without prior permission from the [IT Director] and without being properly scanned for viruses. Employees are not to share or reveal individual passwords to anyone.

There is a wide variety of information on the Internet. Some individuals may find information on the Internet offensive or otherwise objectionable. Individual users must be aware that the Bicknell Town has no control over available information on the Internet and cannot be responsible for the content of information.

#### Prohibited Uses of the Internet:

The following is a non-exclusive list of prohibited uses of the Internet and email:

- Commercial use – any form of commercial use of the Internet is prohibited;
- Solicitation – the purchase or sale of personal items or non-business items through advertising on the Internet is prohibited;
- Copyright violations – the unlawful reproduction or distribution of copyrighted information, regardless of the source, is prohibited;
- Discrimination / Harassment – the use of the Internet to send messages or other content which is harassing, derogatory or unlawfully discriminatory to employees, citizens, vendors or customers is prohibited;
- Political – the use of the Internet for political purposes is prohibited;
- Aliases / Anonymous messages / misrepresentation – the use of aliases or transmission of anonymous messages is prohibited. Also, the misrepresentation of an employee's job title, job description, or position with the Bicknell Town is prohibited;
- Social networking sites – the accessing and/or creation of social networking sites, such as Facebook, Twitter, Instagram, Blogs and similar sites is prohibited for non-entity business purposes;
- Instant messaging;

- Misinformation / Confidential Information – the release of untrue, distorted, or confidential information regarding Bicknell Town business is prohibited;
- Viewing or Downloading of Non-Business-Related Information - the accessing, viewing, distribution, downloading, or any other method for retrieving non-Bicknell Town related information is prohibited. This includes, but is not limited to, entertainment sites, pornographic sites, sexually explicit sites, chat rooms and bulletin boards;
- Unauthorized attempts to access another’s network or e-mail account;
- Display or transmission of sensitive or proprietary information to unauthorized persons or organizations;
- Spamming email accounts from the Bicknell Town’s email services or Bicknell Town machines.

Nothing in this chapter prohibits the use and access of the described systems for bona fide law enforcement and investigation purposes.