

Hauser Lake Fire Protection District

Policy Statement Email Use

Effective: 11 /1 /10

Policy #017

Abstract: The purpose of this policy is to ensure proper and efficient use of the Hauser Lake Fire Protection District's electronic mail and messaging systems by its employees and/or volunteers. While this policy applies to District provided e-mail and messaging systems personnel should be aware that any official e-mail or messaging received or replied to via a personal system is potentially subject to scrutiny in the event of civil or criminal legal action.

Definitions:

Electronic Mail – Electronic mail (e-mail) is any electronic communication between two or more individuals and may contain any form or combination of text, audio, video, drawings, or photographic representation.

Policy:

1. Electronic mail is a tool for business communications. Users have the responsibility to use this resource in an efficient, effective, ethical, and lawful manner. E-mail communications must comply with all applicable laws, regulations and generally accepted business etiquette.
2. The primary purpose of electronic mail is to conduct official business. Employees may occasionally use electronic mail for individual, nonpolitical purposes on their personal time, if such use does not violate the terms and conditions of this policy or interfere with District business
3. All e-mail accounts maintained on the e-mail systems are the sole property of the Hauser Lake Fire Protection District. The agency has the right to monitor any employee's Fire District e-mail account. Any unauthorized or inappropriate use discovered during such monitoring activities shall be formally reported to department management for determination of appropriate action.
4. Users should not expect their e-mail communications, documents, or other information to be private and should not use the e-mail system for matters that are not intended for public disclosure. Confidential matters, permitted by law, should be so marked and include a warning regarding accidental transmission to a third-party.
5. E-mail messages are considered District property and may constitute official records of the Hauser Lake Fire Protection District, and are subject to existing document retention and public records policies. Sending data via e-mail is the same as sending correspondence on official memo or letterhead.
6. Use of the e-mail system as described below is strictly prohibited. Users who

receive such information should not forward or respond to it, but should immediately report its receipt to their supervisors for proper disposition.

- A. Knowingly or intentionally creating, publishing, transmitting, and/or exchanging messages that are inappropriate, offensive, harassing, obscene, or threatening;
 - B. Creating or distributing e-mail containing defamatory, false, inaccurate, abusive, threatening, racially offensive or otherwise biased, discriminatory or illegal material;
 - C. Requesting, viewing, or distributing obscene, pornographic, profane, or sexually oriented material;
 - D. Violating laws, rules and regulations prohibiting sexual harassment;
 - E. Encouraging the use of controlled substances for criminal or illegal purposes;
 - F. Engaging in any activities for personal gain;
 - G. Distributing copyrighted information without permission;
 - H. Distributing advertisements for commercial enterprises, including but not limited to, goods, services, or property unless such advertisements are part of requested vendor information to be used in carrying out District business;
 - I. Violating or infringing upon the rights of others;
 - J. Conducting business unauthorized by the department;
 - K. Transmitting incendiary statements, which might incite violence or describe or promote the use of weapons;
 - L. Conducting any non-department supported fund raising or public relations activities;
 - M. Exchanging proprietary information, trade secrets, or any other privileged, confidential, or sensitive information that is not authorized;
 - N. Creating or exchanging solicitations, chain letters, and other unsolicited e-mail;
 - O. Registering to non-District business related list servers without proper authorization. Subscription to such a service can result in an overload of received messages directly impacting the performance of District e-mail systems;
 - P. Engaging in any political activity prohibited by law; and
 - Q. Using the system for any illegal purpose.
7. Users may not knowingly or willfully create or propagate any virus, worm, Trojan Horse, or other destructive program code.
 8. Individual use of the e-mail messaging systems is subject to monitoring by the respective agency or, upon request by the agency, by authorized Administration staff.
 9. Violations of this policy may result in disciplinary action.

Responsibilities

Employees using the e-mail system are deemed to have accepted the responsibilities and obligations imposed by federal, state, and local laws and regulations as well as District adopted policies, procedures, standards, and guidelines.

1. Users should not pursue, obtain, exchange, or distribute any non-authorized information that could cause congestion or disruption to e-mail systems, such as screen savers, audio, or video clips, or in violation of any licensing agreement.
2. Users shall not access another's District e-mail system without authorization from that user or that user's supervisor.
3. Users must not compromise the privacy of their password by giving it to others or exposing it to public view. Passwords should be changed on a regular basis.

Users should schedule, wherever possible, communications-intensive operations such as large file transfers, video downloads, mass e-mailings, and the like for off- peak usage times.