

Social Media

4035.

The Meriden Board of Education (the "Board") recognizes the importance and utility of social media in the 21st century, and the need to establish a policy and applicable laws for its use. The Board Ordinance, through the use of social media by employees, including Board employees, shall be determined as follows:

1. cause legally sufficient interference with, disruption to, or undermining of the effective operation of the Meriden Public Schools (the "District") or a school or program operated by the District such that regulation of such communications comports with the First Amendment and other applicable laws;
2. are used to engage in harassing, defamatory, obscene, abusive, discriminatory, threatening, or similarly inappropriate communications (e.g., when such speech relates to a matter of public concern and its disruptive impact outweighs the importance of the speech);
3. create a hostile work environment;
4. breach confidentiality obligations of Board employees; and/or
5. violate the law, Board policies, and/or other school rules or regulations.

Employee use of social media on behalf of the District will be addressed as speech pursuant to

The Board, through its Superintendent, will adopt and maintain administrative regulations to

Legal References:

U.S. Constitution, Amend. I
Pickering v. Board of Education, 391 U.S. 563 (1968)
Connick v. Myers, 461 U.S. 138 (1983)
Garcetti v. Ceballos, 547 U.S. 410 (2006)
Lindke v. Freed, 601 U.S. 187 (2024)

Electronic Communication Privacy Act, 18 U.S.C. §§ 2510 through 2520

Conn. Constitution, Article I, Sections 3, 5, 6
Conn. Gen. Stat. § 31-40x
Conn. Gen. Stat. § 31-48d
Conn. Gen. Stat. § 31-51q
Conn. Gen. Stat. §§ 53a-182; 53a-183
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