| Document ID  **405** | Title  **STUDENT USE OF SOCIAL MEDIA IN SCHOOL** | Effective Date  **5/10/2021** |
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1. **PURPOSE**
   1. The purpose of this policy is to set forth expectations regarding use of social media by students.
2. **GENERAL STATEMENT OF POLICY**
   1. The Board recognizes that social media can be a useful tool for students in the educational process. Safe, caring, and effective learning environments depend in part on students demonstrating respect for themselves and others and using social media in a manner that will not detract from the learning process.
3. **DEFINITIONS**
   1. “Social Media” means any online or Internet based platform that allows interactive communication between persons or entities on social networks, blogs, websites, application software, Internet forums, wikis, and the like.
   2. “Misuse of Social Media” means whether on or off school grounds or equipment, the use of social media in a manner that demeans, threatens, condemns, humiliates, or berates others, including students and staff, incites violence of any kind, embarrasses, defames, harasses or bullies others, including students and staff (as “harass” and “bully” are defined by school policy or regulation), or in any manner violates the school Code of Conduct, Board Policy or regulation, or local, state or federal laws.
   3. “Staff or Staff Members” includes any full or part-time employee, extra-curricular coach or adviser, or volunteer of NMA.
4. **POLICY**
   1. NEW MILLENNIUM ACADEMY (NMA) may provide access to designated social media sites deemed appropriate for students, solely for *bona fide* instructional purposes, on NMA computers, tablets, or other mobile devices.
   2. NMA prohibits communication(s) by students over social media, whether such communication occurs on or off school grounds or equipment,that do or reasonably can be anticipated to create a hostile educational environment or substantially interfere with another student’s educational opportunities, benefits, performance, or with a student’s or staff member’s physical or psychological well-being, or are threatening or seriously intimidating, or substantially disrupt the school learning environment or the orderly operation of a school.
   3. Student use of social media that does or reasonably can be anticipated to create a hostile educational environment or substantially interfere with another student’s educational opportunities, benefits, performance, or with a student’s or staff member’s physical or psychological well-being, or is threatening or seriously intimidating, or substantially disrupts the school learning environment or the orderly operation of a school, shall be subject to discipline including suspension or expulsion.
   4. Students shall not use social media to communicate with staff. The school’s Executive Director may make exceptions to this rule only where such use is regulated and monitored by school administration and by the students’ parents/guardians, and the use is for the purpose of furthering a *bona fide* NMA educational purpose.
   5. Students shall not accept personal invitations from staff members to use social media in any form. Any staff member extending such an invitation to a student, or continuing such communication with a student,shall be subject to disciplinary consequences, including termination.
   6. In their use of social media,Students shall at all timesabide by Board Policy, Administrative Regulation, the Student Code of Conduct, and all local, state and federal laws.
5. **REPORTING MISUSE OF SOCIAL MEDIA** 
   1. Staff members shall immediately report any misuse of social media to a school administrator for investigation. If the incident involves the safety or security of a student or staff member, law enforcement should be called immediately.
   2. Whenever the misuse of social media involves cyber-bullying, the school administrator shall investigate in compliance with the school’s policy and regulations on cyber-bullying.
   3. Administrators shall report all incidents of misuse of social media to the school’s Executive Director.
   4. If the misuse of social media constitutes a delinquent act, the misuse shall be reported promptly to the responsible law enforcement agency.
   5. Students are encouraged to report the misuse of social media to a school administrator, including communications or invitations to communicate with staff members over social media.
6. **VIOLATION** 
   1. Students who violate this policy may be subject to disciplinary action including suspension or expulsion.
   2. No student who reports the misuse of social media to a school administrator in good faith shall be the subject of reprisal in any manner. If a student believes he or she is the subject of reprisal, the student and/or his or her parent/guardian is encouraged to report the reprisal immediately to the Chair or any member of the Board of Directors of the school.
7. **LEGAL REFERENCES**

Minn. Stat. § 124E.03 (Charter Schools – Applicable Law)

Minn. Stat. §§ 121A.40 to 121A.56 (Pupil Fair Dismissal Act)

*Tinker v. Des Moines Indep. Cmty, Sch. Dist.,* 393 U.S. 503 (1969)

*Tatro v. Univ. of Minnesota,* 800 N.W.2d 811, 816 (Minn. Ct. App. 2011)