

SOCIAL MEDIA DOS AND DON'TS

1. **Don't** post anything on social media that you wouldn't want a judge to read.
2. **Don't** create posts that disclose the faces or identities of students without the prior approval of your school district. Beware FERPA.

<https://www2.ed.gov/policy/gen/guid/fpco/ferpa/index.html>
3. **Don't** post things about your private life (e.g., dating, adult-themed jokes, racy pictures or controversial political comments). Students and parents in the community regard you as a public figure even if you don't feel like one.
4. **Don't** use school equipment to access adult material. Ever!
5. **Don't** forget that you are surrounded by students and parents with cameras. You are more likely to be recorded now than ever before.

Case in Point: *Evens v. Superior Court* (Cal. App. 2 Dist. 1999) 77 Cal. App. 4th 320, 91 Cal. Rptr. 2d 497, where the California Court of Appeal determined that LAUSD could use a recording made by a student as evidence in a teacher dismissal proceeding even though the recording was made in violation of student policy.

<https://law.justia.com/cases/california/court-of-appeal/4th/77/320.html>

6. **Don't** befriend students on social media or have frequent conversations with them online as it may be viewed as inappropriate by your administration.
7. **Do** avoid notoriety at all costs.

"After all, 'the impact of publicity,' caused by the employee's conduct is an appropriate consideration . . . because the public's response may effect a permanent employee's ability to perform his or her job." *Crawford v. Commission on Professional Competence* (Cal. App. 4 Dist. 2020) 53 Cal. App. 5th 327, 339, 267 Cal. Rptr. 3d 520.
8. **Do** consider using separate computers, phones and tablets for personal business or to store materials that you don't want your employer or your students to see.
9. **Do** carefully read any "use of technology" policy you may be asked to sign.
10. **Do** maintain your Association membership so that you can take advantage of the Group Legal Services Program if the need ever arises.