

Morgan State University

Policy on Student Social Media Privacy

I. Purpose

The purpose of this Policy is to limit the extent to which Morgan State University (University) employees may monitor student Social Media activities.

II. Definitions

- A. "Access Information" means a user name, a password, log-in information, an account name, or any other security information that protects access to a student's Personal Social Media Account.
- B. "Personal Social Media Account" means an account that is opened and maintained by an individual without the assistance of institutional resources. Personal Social Media Account does not include an account that is opened on behalf of, or owned or provided by the University.
- C. "Social Media" are media designed to be disseminated through social interaction, created using highly accessible and scalable publishing techniques online. Examples include but are not limited to: LinkedIn, Facebook, Twitter, You Tube, Flickr, iTunes U, Second Life, and MySpace.

III. Social Media Privacy

Employees of the University shall not engage in any of the following conduct:

- A. Employees shall not require, request, or suggest that a student or prospective student disclose Access Information.
- B. Employees shall not require that a student or prospective student change the privacy settings on a Personal Social Media Account.
- C. Employees shall not require a student or a prospective student to designate an employee or an agent of the University as a "friend," a "follower," or any other designation that would afford the employee or the agent access to the student's Private Social Media Account.
- D. Employees shall not require a student or a prospective student to log onto a Private Social Media Account in the presence of an employee or an agent of the University so as to provide the University access to the student's Private Social Media Account.

IV. Discipline

Employees shall not suspend, expel, discipline, or otherwise penalize a student or a prospective student for refusing to comply with any of the prohibited conduct set forth in Section III of this Policy.

V. Limitations

This Policy shall not do any of the following:

- A. Affect the University's rights to use publicly accessible Social Media information.
- B. Affect the University's rights to use Social Media information that has been voluntarily produced to it by the student or a third party.
- C. Prevent an employee from requesting to see or requiring access to content on a student's Private Social Media Account for the purpose of fulfilling obligations imposed by federal or State law or conducting regulatory compliance investigations (e.g., Title IX obligations to investigate sexual harassment).
- D. Impede the University's rights to investigate significant health and safety threats.
- E. Prevent the University from obtaining Social Media information from student employees for any lawful reason.