

**City of Burlington**  
**Computer, Internet, and Electronic Mail Systems Use Policy**

The following is a policy regarding access to and disclosure of activity conducted on the City's Computer, Internet, and Electronic Mail Systems.

1. The City owns and maintains several computer networks, internet, and electronic mail systems hereafter referred to as "system". This system is provided to the employees for the purpose of conducting City business.
2. The system hardware and software are owned by the City and as such are City property. Additionally, all documents and messages composed, sent, received, or stored on the system are and remain the property of the City. They are not the private property of any employee, and employees should not consider any communication via the system confidential, personal, and/or private.
3. The use of the system is for the conduct of city business. Personal business or other non-job related activities should be minimized. Supervisors may further limit or restrict personal use.
4. The system shall not be used for commercial ventures, religious or political causes, outside organizations or other non-job-related activities.
5. The system shall not be used to send (upload) or receive (download) copyrighted materials, trade secrets, proprietary financial information, or similar materials without specific prior authorization.
6. The system shall not be used to create or retrieve any offensive or disruptive messages or files. Among those which are considered offensive are any messages or files that contain any comment that offensively addresses someone's sex, sexual orientation, race, color, religion, national origin, age, disability, gender identity, or marital status.
7. The confidentiality of any activity or message should not be assumed or expected. Deleting a message may not fully eliminate the message from the system. Further, the use of passwords for security does not guarantee confidentiality. The system automatically records information such as origin, destination, content, and time spent online. The City Manager or designee may direct Information Services staff to monitor sites accessed. The City Manager or designee also reserve the right to access, review, and audit all messages and files created, received, stored on, or sent over the system for any purpose, even after said message or file is deleted. The contents of any electronic mail or file may be disclosed without the permission or prior notification of the employee who sent or received the message or created the file. The City is not responsible if "hackers" retrieve, and make public, employee system activity. Thus privileged or confidential material shall not be communicated via the system due to potential monitoring.
8. Employees shall use a code, access another employee's messages or files, or retrieve or modify any stored information, unless authorized to do so by a supervisor. All computer pass codes must be provided to supervisors upon request.
9. Use of the system is a privilege, not a right, and any violation of this policy or use of the system for improper purposes shall subject the employee to discipline, up to and including discharge.