

STANDARDS FOR CONFIDENTIALITY-- CERTIFIED STAFF

The Board of Education recognizes that in the course of employment in the School District, it is likely that staff will become aware of personal information about the District's students, as well as about other staff members. Federal law and state law include very specific prohibitions regarding the disclosure of student record information. In addition, the law protects the privacy interests of all individuals.

In order to maintain a collegial and professional workplace, it is essential that all staff remain mindful of the harm that can befall the school community when the privacy of communications is not respected by staff. Even the disclosure of accurate, but private, information can be harmful to individuals and the school in the same way as rumors and innuendo are harmful.

The District must operate as a sensitive and caring place. Every District employee is expected to respect the privacy of students and their families, community volunteers, other staff members, and whomever else the employee encounters in the course of District employment. Failure to abide by these basic rules will be deemed conduct unbecoming and appropriate discipline will be imposed.

Legal References: N.J.S.A.18A:40A-7.1

N.J.S.A.18A:6-10
N.J.S.A. 18A:36-19

N.J.A.C. 6A: 32-7.1 et. seq.
See particularly:
N.J.A.C. 6A:32-7.1(g), -7.8

20U.S.C.A. }1232g

20 U.S.C.A. } 1232h

42U.S.C.A. }1983

Confidentiality of certain information provided by student
Dismissal and reduction in compensation
Student records; creation, maintenance and retention, security and access; regulations; non-liability
Student Records

Family educational records privacy act

Protection of student rights amendment

Civil rights act of 1964

Cross References:

*3570
*4115
*4116
*4117.41
4117.52
*4119.26

District Records and Reports
Supervision
Supervision
Nonrenewal
Dismissal/Suspension
Conduct

*Indicates policy is included in the Critical Policy Reference Manual.

Key Words

Confidentiality, Staff Confidentiality

Approved: January 28, 2002
Revised: March 24, 2008,