

BEFORE THE BOARD OF NORTHEAST TRI COUNTY HEALTH DISTRICT

IN THE MATTER OF ADOPTING
UPDATED PERSONNEL POLICIES

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RESOLUTION 06-2011
ADOPTING UPDATED
PERSONNEL POLICIES

WHEREAS, the Board of Health of the Northeast Tri County Health District has previously adopted personnel policies; AND

WHEREAS, amendments to those policies are necessary;

NOW, THEREFORE:

IT IS HEREBY RESOLVED by the Board of Health of the Northeast Tri County Health District that the attached Personnel Policies are adopted and shall be in full force and effect within the jurisdiction of the Northeast Tri County Health District from this date.

Done this 20th day of July, 2011 in Republic, Washington and effective immediately upon signatures as of this date.

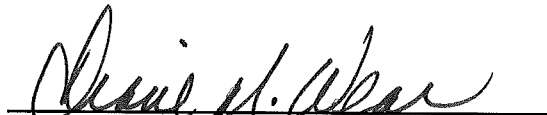

Board Member, City of Republic

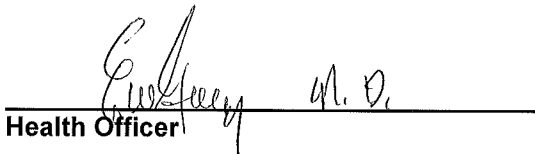

Board Member, Ferry County


Board Member, City of Colville


Board Member, Ferry County

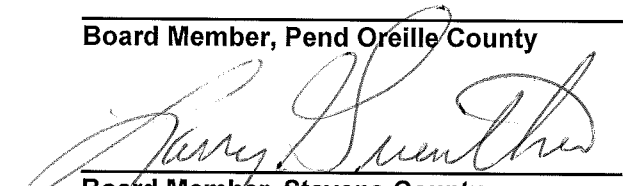
Board Member, City of Newport


Board Member, Pend Oreille County


Health Officer

Board Member, Pend Oreille County


Board Member, Stevens County


Board Member, Stevens County

**NORTHEAST TRI COUNTY HEALTH DISTRICT
PERSONNEL POLICY
CHAPTER 12
INTERNET USE/ACCESS POLICY**

DISCLAIMER

The internet is a worldwide network of computers that contains millions of pages of information. Users are cautioned that many of these pages include offensive, sexually explicit, and inappropriate material. In general, it is difficult to avoid at least some contact with this material while using the internet. Even innocuous search requests may lead to sites with highly offensive content. Additionally, having an e-mail address on the internet may lead to the receipt of unsolicited e-mail containing offensive content. Users accessing the internet do so at their own risk and the NORTHEAST TRI COUNTY HEALTH DISTRICT is not responsible for material viewed or downloaded by users from the internet. To minimize these risks, your use of the internet at NORTHEAST TRI COUNTY HEALTH DISTRICT is governed by the following policy:

12.1 PERMITTED USE OF INTERNET AND COMPANY COMPUTER NETWORK

The computer network is the property of the NORTHEAST TRI COUNTY HEALTH DISTRICT ("Company") and is to be used for legitimate business purposes. Users are provided access to the computer network to assist them in the performance of their jobs. Additionally, certain employees ("Users") may also be provided with access to the internet through the computer network. All Users have a responsibility to use the Company's computer resources and the internet in a professional, lawful and ethical manner. Abuse of the computer network or the internet may result in disciplinary action, including possible termination, and civil and/or criminal liability.

12.2 COMPUTER NETWORK USE LIMITATIONS

Prohibited Activities

Without prior written permission from the Company, the Company's computer network may not be used to disseminate, view or store commercial or personal advertisements, solicitations, promotions, destructive code (e.g., viruses, trojan horse programs, etc.), pornographic text or images or any other unauthorized materials. Employees may not use the Company's internet connection to download games or other entertainment software (including screen savers), access non-work related social media or to play games over the internet. Additionally, you may not use the computer network to display, store or send (by e-mail or any other any other form of electronic communication such as bulletin boards, chat-rooms, Usenet groups, etc.) material that is fraudulent, harassing, embarrassing, sexually explicit, profane, obscene, intimidating, defamatory or otherwise inappropriate or unlawful. Furthermore, anyone receiving such materials should notify their supervisor immediately. Clinically or medically necessary information of an explicit nature is permitted in the context of work related information or instruction. Occasional limited appropriate personal use of the computer is permitted if such use does not: a) interfere with the Users or any other employee's job performance; b) have an undue effect on the computer or Company network's performance; c) or violate any other policies, provisions, guidelines or standards of this agreement or any other of the Company. Further, at all times users are responsible for the professional, ethical and lawful use of the computer system. Personal use of the computer is a privilege that may be revoked at any time.

klecaire: Policies Procedures Chapter 12 Internet Use/Access Policy
Adopted 07/20/11

*on personal
time (example:
breaks, lunch
break, after
hours).*
[Signature]

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Illegal Copying

Users may not illegally copy material protected under copyright law or make that material available to others for copying. You are responsible for complying with copyright law and applicable licenses that may apply to software, files, graphics, documents, messages, and other material you wish to download or copy. You may not agree to a license or download any material for which a registration fee is charged without first obtaining the express written permission of the Company.

Communication of Trade Secrets

Unless expressly authorized to do so, User is prohibited from sending, transmitting, or otherwise distributing proprietary information, data, trade secrets or other confidential information belonging to the Company. Unauthorized dissemination of such material may result in severe disciplinary action as well as substantial civil and criminal penalties under State and Federal Economic Espionage laws.

12.3 DUTY NOT TO WASTE OR DAMAGE COMPUTER RESOURCES

Accessing the Internet

To ensure security and avoid the spread of viruses, the User accessing the internet through a computer attached to the Company's network must do so through an approved internet firewall or other security device. Bypassing the Company's computer network security by accessing the internet directly by modem or other means is strictly prohibited unless the computer you are using is not connected to the Company's network.

Frivolous Use

Computer resources are not unlimited. Network bandwidth and storage capacity have finite limits, and all Users connected to the network have a responsibility to conserve these resources. As such, the User must not deliberately perform acts that waste computer resources or unfairly monopolize resources to the exclusion of others. These acts include, but are not limited to, sending mass mailings or chain letters, spending excessive amounts of time on the internet, playing games, engaging in online chat groups, uploading or downloading large files, accessing streaming audio and/or video files, or otherwise creating unnecessary loads on network traffic associated with non-business-related uses of the internet.

Virus Detection

Files obtained from sources outside the Company, including disks brought from home, files downloaded from the internet, newsgroups, bulletin boards, or other online services; files attached to e-mail, and files provided by customers or vendors, may contain dangerous computer viruses that may damage the Company's computer network. Users should never download files from the internet, accept e-mail attachments from outsiders, or use disks from non-Company sources, without first scanning the material with Company-approved virus checking software. If you suspect that a virus has been introduced into the Company's network, notify Company immediately.

12.4 NO EXPECTATION OF PRIVACY

Employees are given computers and internet access to assist them in the performance of their jobs. Employees should have no expectation of privacy in anything they create, store, send or receive using the Company's computer equipment. The computer network is the property of the Company and may be used only for Company purposes.

Waiver of Privacy Rights

User expressly waives any right of privacy in anything they create, store, send or receive using the Company's computer equipment or internet access. User consents to allow Company personnel access to and review of all materials created, stored, sent or received by User through ANY COMPANY NETWORK OR INTERNET CONNECTION.

Monitoring of Computer and Internet Usage

The Company has the right to monitor and log any and all aspects of its computer system including, but not limited to, monitoring internet sites visited by Users, monitoring chat and newsgroups, monitoring file downloads, and all communications sent and received by users.

12.5 BLOCKING SITES WITH INAPPROPRIATE CONTENT

The Company has the right to utilize software that makes it possible to identify and block access to internet sites containing sexually explicit or other material deemed inappropriate in the workplace.

ACKNOWLEDGEMENT OF UNDERSTANDING

I have read and agree to comply with the terms of this policy governing the use of the NORTHEAST TRI COUNTY HEALTH DISTRICT computer network. I understand that violation of this policy may result in disciplinary action, including possible termination and civil and criminal penalties.

Employee Signature

Date

Employee Printed Name