

**LEELANAU COUNTY
BOARD POLICY**

GENERAL SUBJECT: Workplace Environment Policies
Information Technology

Policy No. **3.03**

SPECIFIC SUBJECT: Information Technology Resources Policy Adopted: 06/19/1990
Revised: 11/16/1999
Revised: 06/18/2013
Revised: 08/15/2023

APPLIED TO: All Leelanau County Employees

PURPOSE: This policy sets forth Leelanau County’s policies with regards to Information Technology (“IT”) Resources (e.g., email, electronic voice and video communication, facsimile, the Internet and future technologies) including County access to review or disclosure of electronic files, electronic mail and electronic voice and video communications through or stored on any part of the IT resources systems. This policy also sets forth the policies on the proper use of the IT resources systems. These policies do not constitute a contract. The County reserves the right to change them at any time.

1. General Policy:

The IT resources are intended to assist in the efficient and effective day-to-day operations of the County departments and agencies, including collaboration and exchange of information within and between County departments/agencies, other branches of government and outside contact. These resources also provide public access to certain public information.

The IT resources system is to be used for County-related purposes only. The County treats all information stored through or stored in these systems including, but not limited to, voice communication and email messages, as County information.

The County has the capability to access, review, copy, modify and delete any information transmitted or stored in the system, including voice and email messages. The County reserves the right to access, review, copy, modify or delete all such information for any purpose and to disclose it to any party if legally compelled to do so, or if the County otherwise deems it appropriate.

Voice or other IT resources files containing personal information of an employee as a result of an employee's making incidental use of the IT resources system for personal purposes, including the transmission of personal voice and email messages, will be treated no differently than other files; i.e., the County reserves the right to access, review, copy, modify, delete or disclose them for any purpose required by law, or which the County deems appropriate in its discretion. Accordingly, employees should not use the IT resources system to send, receive or store any information that they wish to keep private. Employees should treat the IT resources system like a shared file system – the files or messages sent, received or stored anywhere in the respective systems will be available for review by authorized representatives of the County and, may be disclosed to third parties.

2. Prohibited Uses of IT Resources:

As stated above, IT resources are to be used exclusively for County purposes. Notwithstanding the foregoing, the following uses of the IT resources system are strictly prohibited, and violation of these policies may result in discipline, up to and including immediate termination and, where appropriate, civil and/or criminal liability. The list of prohibited uses of IT resources is for illustration purposes only and is not intended to be all-inclusive and individuals may be disciplined, or subject to civil or criminal liability for matters not listed below:

- a. Distribution of offensive or harassing statements, transmission of defamatory, obscene, offensive or harassing messages or messages that disclose personal information without authorization.
- b. Distribution of incendiary statements which may incite violence or describe or promote the use of weapons or devices associated with terrorist activities.
- c. Distribution or solicitation of sexually oriented messages or images.
- d. Any use of County-provided IT resources for illegal purposes or in support of such activities.
- e. Any use of IT resources for commercial purposes, product advertisement or "for-profit" personal activity.
- f. Any sexually explicit use, whether visual or textual.
- g. Any use for religious or political lobbying.
- h. Duplicating, transmitting or using software which is not in compliance with software licensing agreements and/or unauthorized use of copyrighted materials or other person's original writings.

- i. Wasting IT resources by, for example:
 - i. Placing a program in an endless loop;
 - ii. Printing unnecessary amounts of paper;
 - iii. Disrupting the use or performance of County-authorized IT resources or any other computer system or network;
 - iv. Storing any information or software on County-provided IT resources, which is not authorized by the Leelanau County Information Technology Department.
 - v. Accessing Internet streaming audio or video that is not work related.

- j. Security violations including, but not limited to:
 - i. Accessing accounts within or outside the County's computers and communications facilities for which you are not authorized or do not have a business need;
 - ii. Copying, disclosing, transferring, examining, renaming, or changing information or programs belonging to another user unless you are given express permission to do so by the person responsible for the information program.
 - iii. Knowingly or inadvertently spreading computer viruses.
 - iv. Distributing "junk mail" such as chain letters, advertisements or unauthorized solicitations.
 - v. Transmitting confidential information without proper security and authority.

3. Required Practices for Use of IT Resources:

Employees are required to undertake the following practices with regards to the use of the County's IT resources.

- a. Confidential County Information: County employees must exercise a greater degree of caution in transmitting confidential information on the computer system than they make with other means of communicating information (e.g., written memoranda, letters or telephone calls) because of the reduced human effort required to redistribute information electronically. Confidential information should never be transmitted or forwarded to outside individuals or companies not authorized to receive that information and should not be sent or forwarded to other employees inside the County who do not need to know the information.

Always use care in addressing email messages to make sure that the messages are not inadvertently sent to outsiders or the wrong person inside the county. In particular, exercise care when using distribution lists to make sure that all

addressees are appropriate recipients of the information. Individuals using lists should take measures to ensure that the lists are current.

- b. Viewing and Protecting Electronic Files: In order to guard against improper dissemination of confidential information, employees must not access their computer for the first time each day while in the presence of other people, including other employees. Confidential information must not be left open on the screen when a computer is unattended. In addition, employees must not leave CD-ROM, DVD-ROM, memory cards or other external media containing confidential information out in the open. These items must be locked in drawers or filing cabinets.
- c. Passwords: Employees must use passwords as made available by the County IT resources system to protect against unauthorized access to files on which they are working. (Note, however, that individual passwords do not prevent authorized County representatives from accessing those files.) Access passwords should never consist of names, birth dates or words that can be found in the dictionary. Passwords should combine letters and numbers and be routinely changed every three to four weeks. Never disclose personal or system passwords to anyone other than authorized County representatives.
- d. Attorney-Client Privileged Communications: Some of the email messages or memoranda sent, received or stored on the system may constitute confidential, privileged communications between the County and its attorneys. Upon receipt of a message or memorandum from counsel or creation of a message to counsel, do not forward it or its contents to others inside the County without counsel's authorization. Never forward such messages or their contents to any third parties.
- e. Litigation and E-mail Records: The disposal of relevant e-mail records may be suspended should notice of litigation be received by the County. Instructions will be disseminated by Civil Counsel. Access to an employee's e mail records shall be provided accordingly.
- f. FOIA and E-mail Records: The FOIA Coordinator will identify whether records requested under the Freedom of Information Act are stored in e-mail. The FOIA Coordinator will notify the affected employee and/or the IT Department that a FOIA request involving e-mail has been received in order to prevent the destruction of relevant e-mail records. The County's FOIA Coordinator shall be provided access to an employee's e-mail records upon request. Employees shall not dispose of e-mail records that have been requested under the Michigan Freedom of Information Act, even if their retention period as indicated by the State of Michigan mandated retention policies has expired.

- g. Copyrighted Information: Use of the computer system to copy and/or transmit software programs, documents or other information protected by copyright law is prohibited by federal law and may subject you and the County to civil and criminal penalties. Never copy software programs of any kind without express authorization from the Leelanau County Information Technology Department. Never accept copies of any software programs from any other employees without approval from the Leelanau County Information Technology Department.
- h. Installation of Software: Since some software programs may be incompatible with the IT system or may contain viruses, do not install any software into the County IT system without prior approval of the Leelanau County Information Technology Department.
- i. USB Flash Drives: USB Flash Drives will be prohibited and blocked unless authorized by the IT Department. Authorized USB drives must be encrypted.
- j. Email Etiquette: Please note that your email and voice mail messages may be read or heard by someone other than the persons to whom they are sent and some day may be disclosed to outside parties or to a court in connection with litigation. Accordingly, all messages must be courteous, professional and business-like. Refer to the Leelanau County Email Policy for more information.

4. Use of the Information Services Department:

You must contact the Leelanau County Information Technology Director if:

- a. You receive or obtain information to which you are not entitled;
- b. You become aware of breaches of security;
- c. You learn of inappropriate use of County-provided IT resources;
- d. Any threats to or against a County employee or County property must immediately be reported to the Leelanau County Information Technology Director.

Please seek the advice of a person in the Leelanau County Information Technology Department if you are in doubt concerning your authorization to access any particular IT resource.

To ensure that employees comply with this policy, the Leelanau County Information Technology staff may conduct periodic audits of the IT system, including individual personal computers, or back-up tapes. An employee's failure to comply with this policy may lead to disciplinary action.

Each County department or agency shall review complaints or instances of unacceptable use brought to its attention. Violators are subject to corrective action and discipline, up to and including termination, and may also be subject to civil prosecution or criminal prosecution under state or federal statute.

5. Training:

Cyber-security training assigned by the I.T. Department is mandatory for all employees. Failure to complete training creates undue risk to the County. Employees who fail to complete training may have I.T. privileges suspended and may result in disciplinary actions up to suspension or termination.