

### I. Policy Statement

A. Users may not use electronic communications to store, display or disseminate unlawful communications of any kind, including but not limited to true threats, obscenity, harassment, fraud, cyberstalking, infringement upon privacy, child pornography, or other illegal communications.

B. This would include, but not be limited to, posting, transmitting, or originating any unlawful, threatening, fraudulent or defamatory communication, or any communication where the message, or its transmission or distribution, would constitute or would encourage conduct that would constitute a criminal offense, give rise to civil liability, or otherwise violate any local, state, national, or international law or violate other policies, rules and regulations of the University. Information that is defamatory is defined as provably false, unprivileged statements that do demonstrate injury to an individual's or a business's reputation.

C. Users will also not post or disseminate without authorization confidential information about an individual(s). Such information would include, but not be limited to academic records, medical information, social security number, or similar information of a personal and sensitive nature that, if disseminated, could have legal or otherwise damaging implications either for the targeted person or the institution.

### II. Scope

Applies to UNC Asheville faculty, staff, students, volunteers, interns, and guests requiring access to electronic resources. This policy applies to any electronic communication distributed or sent within University networks or within other networks while using University resources.

### III. Violations of Policy

Violation of this policy may constitute misconduct and accordingly employees are subject to disciplinary action, up to and including suspension without pay and dismissal, in accordance with the pertinent employment policies for SHRA, EHRA non-faculty, and faculty.

Sanctions for violation of this policy may include suspension or revocation of access privileges in addition to any other sanction permitted under the Student Code of Community Standards.

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