

Kettle and Stony Point First Nation EDUCATION POLICIES	NO 200 - 10
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SUBJECT: Video Security Surveillance	EFFECTIVE DATE: September 1, 2011
	APPROVAL DATE: Motion: 13 Year/Month: 2011/08

POLICY

It is the policy of Kettle and Stony Point First Nation Education Committee to utilize video surveillance on Education Program property and on Education school buses, where it has been demonstrated that there is a need for surveillance. This is to ensure the safety of students and staff to act as a deterrent to destructive acts (i.e. theft or vandalism), and to monitor unauthorized individuals on Education Program property.

Rationale:

The Kettle and Stony Point First Nation Education Committee has the responsibility to ensure the safety and security of students and staff, and to protect Education Program property.

Definitions:

For the purpose of this policy and corresponding procedures:

1. Covert Surveillance refers to surveillance where the subject has not been notified of the possibility of surveillance by signage or by any other means.
2. Video Surveillance System refers to a video, physical or other mechanical, electronic or digital surveillance system or device that enables continuous or periodic video recording, observing or monitoring of individuals in school buildings, on school premises, and school buses.
3. Record means any information, however recorded, whether in printed form, on film, by electronic means or otherwise, and includes; a photograph, a film, a microfilm, a videotape, a machine-readable record and any record that is capable of being produced from a machine-readable record.

Regulations:

1. Personal information will be collected and disclosed in accordance with the KSPFN Communication Policy, Ontario Protection of Privacy Act and the Canadian Human Rights Code.
2. Cameras will only be used when Education Program Administration has indicated that surveillance is necessary.

In determining the need for surveillance, Administration may consider the following:

- a) safety of students and staff,
 - b) a history of incidents,
 - c) the physical circumstances of the school,
 - d) whether surveillance would be effective in dealing with or preventing future incidents.
3. Cameras will only be used for the intended purpose.
 - a) Video surveillance cameras will be used to monitor/record for the safety of students and staff.
 - b) Video surveillance cameras will be used as a deterrent to destructive acts.
 - c) Video surveillance records may be used as evidence in any disciplinary action brought against any student arising out of the student's conduct and for the enforcement of school rules.
 - d) Video surveillance records may be used as evidence for any criminal act.
 - e) Video surveillance shall not be used to monitor employee performance.
 4. KSPFN Education Administration will ensure that proper procedures are followed regarding disclosure, retention, disposal and security of video surveillance records.

a) Disclosure

Access and disclosure of video surveillance records will be in accordance with the KSPFN Communication Policy, Ontario Protection of Privacy Act and the Canadian Human Rights Code.

b) Retention and Disposal

- i) All video records or surveillance equipment not in use should be stored in a secured environment.
- ii) All information that has not been reviewed for law enforcement, school or safety purposes shall not be kept for more than 90 days.
- iii) Any video records that have been used will be stored with the date, time and area that were recorded.
- iv) When recorded information has been reviewed for law enforcement, school or public safety purposes, the information must be retained and securely stored for a minimum of one year following the last date of use of the information, unless the Administration determines earlier disposal is acceptable, and the individual to whom the information relates consents to earlier disposal.
- v) The Principal/Vice-Principal(s) will be responsible for ensuring proper retention and disposal of records within the school. The Transportation Manager will be responsible for ensuring proper retention and disposal of records regarding school buses. Records will be disposed of in a manner such that personal information cannot be reconstructed or retrieved.

b) Security

- i) Video surveillance information shall only be reviewed by the Program Manager or designate, the Transportation Officer, law enforcement or Information Systems staff as necessary to carry out duties in maintaining the video system.
- ii) Video surveillance information shall only be reviewed where an incident has been reported or observed, or to investigate a potential crime.
- iii) The Program Manager or designate, Transportation Officer and Information Systems Manager will be responsible for security of video surveillance information.

5. Camera locations will be authorized by the Program Manager. .
 - a) Cameras will be installed in areas where there is a need for surveillance. (i.e. hallways, cafeterias, entryways, outside areas, school buses, etc.)
 - b) Cameras will be installed in such a way that only the identified area can be monitored.
 - c) Video surveillance cameras will not monitor the insides of washrooms, change rooms, offices, staff rooms, or other areas where there is a higher expectation of privacy.

6. The KSPFN Education Committee shall maintain control of, and responsibility for, the video surveillance system at all times.
 - a) Any agreements between the KSPFN Education Services Program and service providers will state that records dealt with or created while delivering a video surveillance system are under the KSPFN Education Services Program control and are subject to the applicable legislation.
 - b) Employees who knowingly or deliberately breach this policy or relevant Acts may be subject to discipline.
 - c) If a service provider fails to abide by the policy or provision under this Policy, it may be considered a breach of contract and dealt with accordingly.

7. The KSPFN Education Committee will communicate to parents, staff and students with respect to the use of video surveillance.

8. Signage will be posted at applicable sites indicating that video surveillance is in use.

9. Covert Surveillance

Any exception to Guideline 8, such as specific investigation into criminal conduct must be authorized by the Program Manager in consultation with the Chairperson of the KSPFN Education Committee. It must be demonstrated that covert surveillance is necessary to the success of the investigation, and the need for such surveillance outweighs the privacy interest of the persons likely to be observed. Covert surveillance should only be used as a last resort. Covert surveillance should only occur for limited periods of time. Covert surveillance is not otherwise permitted.