

VIDEO SURVEILLANCE

Background

The Division believes in providing appropriate levels of supervision for the safety for students, staff and volunteers. Under certain circumstances, video surveillance on Division property, including school buses, may be used for these purposes as well as for the protection of Division property.

Video surveillance may be used to monitor and/or record and is subject to the provisions of the Local Authority Freedom of Information and Protection of Privacy Act.

Procedures

1. Requests for Video Surveillance Installation

- 1.1 A request describing the circumstances that indicate the necessity for the use of video surveillance, are to be electronically submitted to the Facilities/Transportation Supervisor using an "Asset Planner" service request.

2. Notice to Students, Parents, Staff and Volunteers

- 2.1 At the beginning of each school year students, parents, staff and volunteers of the Division will be advised that video surveillance may be used on Division property, including school buses (i.e. school newsletter, staff meeting, etc.).
- 2.2 Notification must be prominently displayed indicating areas subject to video surveillance and including to whom questions are to be directed regarding video surveillance.
 - 2.2.1 Any exception to this, such as for a time-limited specific investigation into criminal conduct, must be authorized by the Director or designate on the grounds that covert surveillance is essential to the success of the investigation and the need outweighs the privacy interest of the persons likely to be observed.
 - 2.2.2 Covert surveillance may not be authorized on an ongoing basis.

3. Installation, Access and Security

- 3.1 The location of video surveillance cameras must be authorized by the Principal in consultation with one or a combination of the following as required: Director, Superintendent of Education with responsibilities for school Operations, Facilities Supervisor, Transportation Supervisor and/or the IT Manager.
- 3.2 Video surveillance is not to be used in locations where appropriate confidential or private activities/functions are routinely carried out (i.e. washrooms, private conference/meeting rooms).

- 3.3 Only designated staff members or agents of the Division shall install or handle video surveillance equipment or have access to recordings.
- 3.4 Video recordings shall be clearly labelled including the date and stored in a secure location.

4. Viewing of Video Recordings

- 4.1 Recordings may be initially viewed only by the Principal, Director, Superintendent of Education with responsibilities for School Operations, Facilities Manager, Transportation Manager and/or Human Resources Manager or agents responsible for the technical operations of the system (for technical purposes only).
- 4.2 Viewing of recordings shall take place at the Division Office or at the school attended by the student, staff member or volunteer for whom the viewing has been requested.
- 4.3 Video recordings may never be publicly viewed or distributed in any other fashion except as provided by this Administrative Procedure and appropriate legislation.
 - 4.3.1 Monitors used to view video recordings shall not be located in a position that enables public viewing.
- 4.4 All recordings are the property of the Division and will not be made available for public viewing.

5. Requests to View Video Surveillance Recordings

- 5.1 Students, parents/guardians, staff members or volunteers of the Division may request to view segments of recordings relating directly to themselves and according to the Local Authority Freedom of Information and Protection of Privacy Act.
- 5.2 Requests to review must be made within 30 days of the incident.
- 5.3 Depending on the circumstances, requests to view video recordings are to be directed to one of the following:
 - 5.3.1 Principal (student related)
 - 5.3.2 Superintendent with responsibilities for School Operations/Human Resources Supervisor (staff or volunteer related)
 - 5.3.3 Facilities/Transportation Supervisor (Division property related)
 - 5.3.4 Director (if necessary)
- 5.4 Requests to view may be refused or limited where viewing would be an unreasonable invasion of a third party's personal privacy, would give rise to a concern for a third party's safety, or on any other ground recognized in the Local Authority Freedom of Information and Protection of Privacy Act.
- 5.5 The viewing must be done in the presence of one or a combination of the following: Principal, Director, Superintendent of Education with responsibilities for School Operations, Facilities Manager, Transportation Manager and/or Human Resources Manager.

- 5.6 Students, staff or volunteers facing disciplinary action may authorize a union representative or other advocate to view the recording.

6. Retention and Storage of Video Recordings

- 6.1 Only the Director, Superintendent of Education with responsibilities for School Operations, Principal, Facilities Manager, Transportation Manager, Human Resources Manager and/or the IT staff as required shall have access to the stored recordings.
- 6.2 Recordings are to be kept unedited until erased in their entirety or destroyed.
- 6.3 Recordings will be overwritten as soon as the incident in question has been resolved or within thirty (30) days unless:
 - 6.3.1 being retained at the request of the Director, Superintendent of Education with responsibilities for School Operations, Principal, Facilities Supervisor, Transportation Supervisor, Human Resources Supervisor, the IT Manager, parent, student, staff member or volunteer for documentation related to a specific incident.
 - 6.3.2 required for making of a decision about an individual, the recording must be kept for a minimum of one (1) year as required by the Local Authority Freedom of Information and Protection of Privacy Act unless earlier erasure is authorized by or on behalf of the individual.
- 6.4 Where an incident raises a prospect of a legal claim against the Division, the recording, or a copy of it, shall be sent to the Division's insurers for insurance purposes and a copy retained at the Division Office.

7. Review

- 7.1 The Principal, Facilities Supervisor, Transportation Supervisor or IT Manager is responsible for the proper implementation and control of the video surveillance system.
- 7.2 The Director or designate shall conduct a review at least annually to ensure that this administrative procedure is being adhered to and to make a report on the use of video surveillance in the Division.

8. Improper Use

- 8.1 Video surveillance is to be restricted to the uses indicated in these administrative procedures.
- 8.2 The Division will not tolerate improper use of video surveillance and will take appropriate disciplinary or legal action in any case of wrongful use.

June 12, 2018