**Video Surveillance Policy/Procedure**

**SAMPLE TEMPLATE**

**INTRODUCTION**

The Board of Education of School District No. < Insert School District Legal Name > (“School District”) authorizes the use of video surveillance on School District lands and property for the purposes of enhancing the safety of students, staff and members of the public, protecting property, and deterring vandalism and other violence and destructive acts.

The School District also recognizes the importance of personal privacy in our community, and supports the use of surveillance in a manner that minimizes encroachments upon the privacy of students, staff, volunteers and the general public. Accordingly, the use and operation of video surveillance within the School District will be subject to privacy considerations and applicable statutory limits and requirements including the [*Freedom of Information and Protection of Privacy Act*](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96165_00)of BC.

**POLICY**

1. **Implementation of Surveillance**

Before introducing a new surveillance system:

* 1. The Superintendent or Secretary-Treasurer will produce or cause to be produced a report documenting the reasons why surveillance is being considered, citing (if applicable) any specific incidents of property loss, safety or security breaches justifying the implementation of surveillance, identifying any less intrusive alternatives that have been considered and why they would not be an adequate alternative to surveillance, and setting out the methods that will be used to minimize the privacy impact of the surveillance initiative; and
  2. If surveillance is to be used within a school facility or on school land, the School District will provide notice of its plans to the applicable parent advisory council. In accordance with and as required under 74.1 of the [*School Act*](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96412_00)*,* the School District shall obtain the approval of the parent advisory council before proceeding with the implementation of the surveillance system.
  3. Where the School District deems it appropriate, the School District may undertake consultations with other affected individuals about the implementation of surveillance, such as students, parents, staff or members of the community.

1. **Limitations on Collection, Use and Disclosure of Surveillance**
   1. The District will make reasonable efforts to limit the collection of information through surveillance to only that which is needed to achieve the intended purpose, and with consideration for the privacy interests of those affected.
   2. Video surveillance is not used to routinely monitor student or employee productivity or performance. Recordings may be accessed and viewed on an exceptional basis if and when required to investigate incidents raising concerns about personal safety, damage to property or a contravention of law or school rules or policies.
   3. Disclosure of video surveillance recordings will be limited to disclosures that are authorized or permitted under the *Freedom of Information and Protection of Privacy Act* and other applicable laws.
2. **Installation, Operation and Notification**
   1. Only authorized personnel or designated service providers will be permitted to install, service or maintain surveillance equipment.
   2. Only authorized persons will have access to the system's controls and to its reception equipment, and the School District will limit such access to those of its authorized personnel with a need to exercise such access. Video monitors will not be located in a position that will enable public viewing, and reasonable security measures will be in place to secure surveillance equipment from unauthorized access, loss, theft or tampering.
   3. The School District shall maintain logs of all instances of access to, and use of, recorded material.
   4. Where a decision to implement overt surveillance systems has been authorized, the School District will ensure that affected staff, students, volunteers and the public are notified of surveillance equipment locations. Notification will be by means of clearly worded signs, prominently displayed at the perimeter of the surveillance areas. Such signs will identify the purpose of the surveillance and contact information of the building administrator or designated staff person who can answer questions about the surveillance system.
3. **Security and Retention**
   1. Videotapes or digital video files shall be stored in a locked filing cabinet or in a secure manner in an area to which only authorized persons have access.
   2. Videotapes or digital video files may never be sold, publicly viewed or distributed except as provided under this policy or as permitted under the *Freedom of Information and Protection of Privacy Act* or other applicable laws.
   3. The School District reserves the right to use or share videotape for the purposes of investigation into any incident occurring on School District property, in connection with legal claims or the possible violation of laws. Video footage may, where appropriate, be shared with the School District’s insurers or legal advisors or used as evidence in legal proceedings.
   4. Videotapes or digital videos shall generally be erased within < insert retention period > except as required by law or unless they are being retained for documentation related to a specific incident.
   5. Video footage that is retained by the School District after <insert retention period> will only be retained as necessary to fulfill the purposes for which it has been retained, subject to the record retention requirements under the *Freedom of Information and Protection of Privacy Act* and other applicable laws.
4. **Access by Affected Individuals**
   1. Requests to view a segment of tape or digital video files will be granted at the discretion of the School District and only to the extent that such access is permissible under the *Freedom of Information and Protection of Privacy Act* and other applicable laws.
   2. Viewing 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 grounds recognized in the *Freedom of Information and Protection of Privacy Act.*
5. **Covert Surveillance**

Covert surveillance without notice will only be used in exceptional circumstances where compelling reasons for its use exist, such as significant property loss, safety or security issues. Covert surveillance may be authorized by the Superintendent of Schools and Secretary­ Treasurer after a detailed and comprehensive assessment of alternatives and will be strictly limited in scope and duration to that which is necessary to achieve a specific, identified objective.

1. **Annual Review**

The Superintendent of Schools or their designate shall conduct an annual review of the use of surveillance in the School District. A report will be provided to the Board following the Superintendent's review.