

## CAMERA USE GUIDELINES

1. Recordings may only be used to corroborate concerns about public safety, University property loss or damage, and criminal activity.

The University agrees that recordings of employees may only be used to support discipline where an independent safety, property or criminal incident first arises and triggers the ability to use recordings as corroborative information.

2. Recordings may not be used to corroborate concerns about or discipline regarding job performance, job duties, employment policies or evaluations.

Under no circumstances will the University view, search or use recordings to corroborate concerns about or discipline regarding job performance, job duties, employment policies or evaluations. In the event the University determines it would like to commence using recordings for the purpose of corroborating concerns about job performance, job duties, employment policies, evaluation or discipline, the University will provide reasonable notice of such intention and the opportunity to meet and confer over the policy prior to such implementation.

3. Recordings may not be used to search for or establish public safety, university property loss or damage, criminal activity, or concerns about or discipline regarding job performance, job duties, employment policies or evaluations with respect to represented university employees.

The video camera and/or closed circuit television recordings will not be surveyed or continuously viewed for any purpose other than functionality. Under no circumstances will the University view, search or use recordings to establish or find new issues about safety, property, criminal activity, or concerns about or discipline regarding job performance, job duties, employment policies or evaluations with respect to represented university employees.