

**CONFIDENTIALITY OF
PERSONAL IDENTIFYING INFORMATION**

Policy Code: **4705/7825**

1 The [Transylvania County Board of Education](#) (the “board”) recognizes the need to protect
2 students and employees from the improper release of social security numbers and other personal
3 identifying information. To this end, the board requires that all school employees comply with
4 the Identity Protection Act of 2005 and any other federal and state laws governing the collection,
5 use, and disclosure of personal identifying information. No person may knowingly disclose,
6 transfer, or unlawfully use the social security number or other personal identifying information
7 of any employee, student, or other individual.
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9 For purposes of this policy, personal identifying information includes: social security numbers;
10 employer taxpayer identification numbers; drivers license numbers; state identification card
11 numbers; passport numbers; checking accounts; savings accounts; credit card and debit card
12 numbers; personal identification (PIN) codes; digital signatures; any numbers or information that
13 can be used to access an individual’s financial resources; biometric data; fingerprints; and
14 passwords.
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16 The superintendent shall establish rules and regulations to implement this policy. These rules
17 and regulations will provide that:
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- 19 1. the confidentiality of social security numbers and personal identifying information is
20 maintained consistent with legal requirements;
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- 22 2. the unlawful collection, disclosure, and use of social security numbers and personal
23 identifying information are prohibited;
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- 25 3. access to and dissemination of information or documents containing social security
26 numbers and personal identifying information is limited internally within the school
27 system and externally with the general public;
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- 29 4. documents containing social security numbers and personal identifying information are
30 disposed of properly;
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- 32 5. social security numbers and personal identifying information are redacted from public
33 documents;
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- 35 6. social security numbers and personal identifying information are collected only when
36 specifically authorized by law or if collection is imperative for the performance of the
37 school system’s duties and such need has been clearly documented;
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- 39 7. board procedures governing the maintenance and destruction of records are followed for
40 all documents containing social security numbers and other personal identifying
41 information; and
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- 43 8. in the event of a security breach, in which personal information is accessed and acquired

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44 without authorization, the notice requirements of G.S. 75-65 are followed.

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46 This policy and its rules will be published in the appropriate handbooks, manuals, and other
47 similar documents.

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49 Any individual who fails to comply with this policy and the superintendent's rules and
50 regulations will be subject to disciplinary action up to and including suspension or expulsion for
51 students and termination for employees. In addition, such person may be subject to criminal
52 prosecution.

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54 Legal References: Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, h, 34 C.F.R. pt.
55 99; G.S. 14-113.20; ch. 75, art. 2A; 132-1.10; 143-64.60

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57 Cross References: Confidential Information (policy 2125/7315), Student Records (policy 4700),
58 Personnel Files (policy 7820)

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60 Adopted:

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