

TENNESSEN WARNING AND CONSENT FOR USE OF EMPLOYEE PHOTOGRAPHS

Independent School District No. 256, Red Wing, employs private contractors to photograph employees for inclusion of the photograph in the student yearbook. In addition, employees also may be photographed by School District students, employees and volunteers during various School District events and activities that are not generally open to the public, as well during public events such as extracurricular competitions or performances. These photographs are gathered and maintained by the School District for the purpose of commemorating these occasions and for display in School District buildings, student yearbooks, School District or school newsletters, School District or school website and social media sites, and other School District publications. To the extent these photographs are taken in a nonpublic forum, such as by a private contractor or in the classroom, the photograph would constitute private personnel data and the School District is not requiring you to submit to having your photograph taken for the purposes stated above. If you do not submit to being photographed for the above stated reasons, you will not be subject to any consequences other than the fact that your photograph will not be included in such publications or will not be publicly displayed. If you do submit to being photographed in the non-public forums described above for the foregoing reasons, your photograph will be considered private personnel data and will only be released with your consent or as otherwise permitted by law. The following individuals/entities may have a legal right to access your photograph:

- Employees of the School District whose assignment reasonably requires access;
- A prospective witness as part of an investigation of a complaint or charge against the subject employee;
- Exclusive representative for the subject employee;
- Minnesota Attorney General's office;
- Minnesota Legislative Auditor's office;
- Arbitrator/Hearing Officer;
- State and federal courts;
- State and federal enforcement agencies, including but not limited to the Federal Equal Employment Opportunity Commission, Minnesota Department of Human Rights, Minnesota Board of Teaching, Minnesota Department of Education and the U.S. Department of Labor;
- Appropriate licensing entities and agencies;
- Unemployment Division of the Department of Economic Security;
- Law enforcement agencies and prosecutorial authorities;
- Counsel for parties in litigation pursuant to court order;
- Person/entities whom you authorize to receive the data; and
- Any other person or entity authorized by state or federal law.

In addition to providing you with this data practices notice, the School District also is seeking your permission to publicly display your photograph. By signing this form, you are hereby acknowledging that you have been informed of your rights with regard to submitting to a photograph and consenting to the School District's use or publication of your photograph, beyond those uses permitted without your consent, such as the display of your photograph in School District buildings, student yearbooks, school newsletters, website and other School District publications.

Dated: _____

By: _____

Employee Signature

PRINT your name