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ZIMWORX

# IT ACCEPTABLE USE POLICY



**Usage Disclaimer:** This policy was created by or for ZimWorX employees, contractors, consultants, temporary, and other workers. If you would like to contribute a new policy or updated version of this policy, please send email to [itsupport@zimworx.com](mailto:itsupport@zimworx.com).

**Last Update Status:** Updated November 2021

## 1. Overview

IT Department's intentions for publishing an Acceptable Use Policy are not to impose restrictions that are contrary to ZimWorX's established culture of, "**Growing Together**". The IT Department is committed to protecting ZimWorX's employees, partners, and the company from illegal or damaging actions by individuals, either knowingly or unknowingly.

Internet/Intranet/Extranet-related systems, including but not limited to computer equipment, software, operating systems, storage media, network accounts providing electronic mail, WWW browsing, and FTP, are the property of ZimWorX. These systems are to be used for business purposes in serving the interests of the company, and of our clients and customers in the course of normal operations. Please review Human Resources policies for further details.

Effective security is a team effort involving the participation and support of every ZimWorX employee and affiliate who deals with information and/or information systems. It is the responsibility of every computer user to know these guidelines, and to conduct their activities accordingly.

## 2. Purpose

The purpose of this policy is to outline the acceptable use of information technology services at ZimWorX. These rules are in place to protect the employee and ZimWorX. Inappropriate use exposes ZimWorX to risks including virus attacks, compromise of network systems and services, and legal issues.

## 3. Scope

This policy applies to the use of information, electronic and computing devices, and network resources to conduct ZimWorX business or interact with internal networks and business systems, whether owned or leased by ZimWorX, the employee, or a third party. All employees, contractors, consultants, temporary, and other workers at ZimWorX and its subsidiaries are responsible for exercising good judgment regarding appropriate use of information, electronic devices, and network resources in accordance with ZimWorX policies and standards, and local laws and regulation. Exceptions to this policy are documented in section 5.2

This policy applies to employees, contractors, consultants, temporaries, and other workers at ZimWorX, including all personnel affiliated with third parties. This policy applies to all equipment that is owned or leased by ZimWorX.

## **4. Policy**

### **4.1 General Use and Ownership**

4.1.1 ZimWorX proprietary information stored on electronic and computing devices whether owned or leased by ZimWorX, the employee or a third party, remains the sole property of ZimWorX.

4.1.2 You have a responsibility to promptly report the theft, loss, or unauthorized disclosure of ZimWorX proprietary information.

4.1.3 You may access, use, or share ZimWorX proprietary information only to the extent it is authorized and necessary to fulfill your assigned job duties.

4.1.4 Employees are responsible for exercising good judgment regarding the reasonableness of personal use. Individual departments are responsible for creating guidelines concerning personal use of Internet/Intranet/Extranet systems. In the absence of such policies, employees should be guided by departmental policies on personal use, and if there is any uncertainty, employees should consult their supervisor or manager.

4.1.5 For security and network maintenance purposes, authorized individuals within ZimWorX may monitor equipment, systems, and network traffic at any time, per IT Department's authorization.

4.1.6 ZimWorX reserves the right to audit networks and systems on a periodic basis to ensure compliance with this policy.

### **4.2 Security and Proprietary Information**

4.2.1 All mobile and computing devices that connect to the internal network must comply with the BYOD and Password Policy.

4.2.2 System level and user level passwords must comply with the Password Policy. Providing access to another individual, either deliberately or through failure to secure its access, is prohibited.

4.2.3 All computing devices must be secured with a password-protected screensaver with the automatic activation feature set to 10 minutes or less. You must lock the screen or log off when the device is unattended.

4.2.4 Postings by employees from a ZimWorX email address to newsgroups should contain a disclaimer stating that the opinions expressed are strictly their own and not necessarily those of ZimWorX, unless posting is during business duties.

4.2.5 Employees must use extreme caution when opening e-mail attachments received from unknown senders, which may contain malware.

### **4.3 Unacceptable Use**

The following activities are, in general, prohibited. Employees may be exempted from these restrictions during the course of their legitimate job responsibilities (e.g., systems administration staff may have a need to disable the network access of a host if that host is disrupting production services).

Under no circumstances is an employee of ZimWorX authorized to engage in any activity that is illegal under local, state, federal or international law while utilizing ZimWorX-owned resources. The lists below are by no means exhaustive, but attempt to provide a framework for activities which fall into the category of unacceptable use.

#### **4.3.1 System and Network Activities**

The following activities are strictly prohibited, with no exceptions:

1. Violations of the rights of any person or company protected by copyright, trade secret, patent or other intellectual property, or similar laws or regulations, including, but not limited to, the installation or distribution of "pirated" or other software products that are not appropriately licensed for use by ZimWorX.

2. Unauthorized copying of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music, and the installation of any copyrighted software for which ZimWorX or the end user does not have an active license is strictly prohibited.

3. Accessing data, a server, or an account for any purpose other than conducting ZimWorX business, even if you have authorized access, is prohibited.

4. Exporting software, technical information, encryption software or technology, in violation of international or regional export control laws, is illegal. The appropriate management should be consulted prior to export of any material that is in question.

5. Introduction of malicious programs into the network or server (e.g., viruses, worms, Trojan horses, e-mail bombs, etc.).

6. Revealing your account password to others or allowing use of your account by others. This includes family and other household members when work is being done at home.

7. Using a ZimWorX computing asset to actively engage in procuring or transmitting material that is in violation of sexual harassment or hostile workplace laws in the user's local jurisdiction.
8. Making fraudulent offers of products, items, or services originating from any ZimWorX account.
9. Making statements about warranty, expressly or implied, unless it is a part of normal job duties.
10. Effecting security breaches or disruptions of network communication. Security breaches include, but are not limited to, accessing data of which the employee is not an intended recipient or logging into a server or account that the employee is not expressly authorized to access, unless these duties are within the scope of regular duties. For purposes of this section, "disruption" includes, but is not limited to, network sniffing, pinged floods, packet spoofing, denial of service, and forged routing information for malicious purposes.
11. Port scanning or security scanning is expressly prohibited unless prior notification to IT Department is made.
12. Executing any form of network monitoring which will intercept data not intended for the employee's host, unless this activity is a part of the employee's normal job/duty.
13. Circumventing user authentication or security of any host, network or account.
14. Introducing honeypots, honeynets, or similar technology on the ZimWorX network.
15. Interfering with or denying service to any user other than the employee's host (for example, denial of service attack).
16. Using any program/script/command, or sending messages of any kind, with the intent to interfere with, or disable, a user's terminal session, via any means, locally or via the Internet/Intranet/Extranet.
17. Providing information about, or lists of, ZimWorX employees to parties outside ZimWorX.

#### 4.3.2 Email and Communication Activities

When using company resources to access and use the Internet, users must realize they represent the company. Whenever employees state an affiliation to the company, they must also clearly indicate that "the opinions expressed are my own and not necessarily those of the company".

Questions may be addressed to the IT Department

1. Sending unsolicited email messages, including the sending of “junk mail” or other advertising material to individuals who did not specifically request such material (email spam).
2. Any form of harassment via email, telephone or paging, whether through language, frequency, or size of messages.
3. Unauthorized use, or forging, of email header information.
4. Solicitation of email for any other email address, other than that of the poster’s account, with the intent to harass or to collect replies.
5. Creating or forwarding “chain letters”, “Ponzi” or other “pyramid” schemes of any type.
6. Use of unsolicited email originating from within ZimWorX’s networks of other Internet/ Intranet/Extranet service providers on behalf of, or to advertise, any service hosted by ZimWorX or connected via ZimWorX’s network.
7. Posting the same or similar non-business-related messages to large numbers of Usenet newsgroups (newsgroup spam).

#### 4.3.3 Blogging and Social Media

1. Blogging by employees, whether using ZimWorX’s property and systems or personal computer systems, is also subject to the terms and restrictions set forth in this Policy. Limited and occasional use of ZimWorX’s systems to engage in blogging is acceptable, provided it is done in a professional and responsible manner, does not otherwise violate ZimWorX’s policy, is not detrimental to ZimWorX’s best interests, and does not interfere with an employee’s regular work duties and that of others. Blogging from ZimWorX’s systems is subject to monitoring.
2. ZimWorX employees are prohibited from revealing any ZimWorX confidential or proprietary information, trade secrets or any other material when engaged in blogging.
3. Employees shall not engage in any blogging that may harm or tarnish the image, reputation and/or goodwill of ZimWorX and/or any of its employees. Employees are also prohibited from making any discriminatory, disparaging, defamatory or harassing comments when blogging or otherwise engaging in any conduct prohibited by ZimWorX.

4. Employees may also not attribute personal statements, opinions, or beliefs to ZimWorX when engaged in blogging. If an employee is expressing his or her beliefs and/or opinions in blogs, the employee may not, expressly, or implicitly, represent themselves as an employee or representative of ZimWorX. Employees assume any and all risk associated with blogging.

5. Apart from following all laws pertaining to the handling and disclosure of copyrighted or export-controlled materials, ZimWorX's trademarks, logos and any other ZimWorX intellectual property may also not be used in connection with any blogging activity.

## **5. Policy Compliance**

### **5.1 Compliance Measurement**

The IT Department will verify compliance to this policy through various methods, including but not limited to, business tool reports, internal and external audits, and feedback to the policy owner.

### **5.2 Exceptions**

Any exception to the policy must be approved by the IT Department in advance.

### **5.3 Non-Compliance**

An employee found to have violated this policy may be subject to disciplinary action, up to and including termination of employment.

## **6. Related Standards, Policies and Processes**

- Internet Usage Policy
- Email Policy
- Workstation Security (for HIPPA) Policy
- Removable Media Policy
- Bring Your Own Device (BYOD) Policy
- Password Policy
- Remote Work Policy
- Virtual Private Network (VPN) Policy
- Wireless Communication Policy
- Encryption Policy

## **7. Policy Governance**

The following table identifies who within ZimWorX is accountable, Responsible, Informed or Consulted with regards to this policy. The following definitions apply;

- **Responsible** – the person(s) responsible for developing and implementing the policy.
- **Accountable** – the person who has ultimate accountability and authority for the policy.
- **Consulted** – the person(s) or groups to be consulted prior to final policy implementation or amendment.
- **Informed** – the person(s) or groups to be informed after policy implementation or amendment.

<b>Responsible</b>	IT Department
<b>Accountable</b>	COO
<b>Consulted</b>	Human Resources, EOS Heads
<b>Informed</b>	All Employees

## 8. Definitions and Terms

- **Bloggng** is a discussion or informational website published on the World Wide Web consisting of discrete, often informal diary-style text entries. Posts are typically displayed in reverse chronological order, so that the most recent post appears first, at the top of the web page.
- **Honeypot** is a computer security mechanism set to detect, deflect, or, in some manner, counteract attempts at unauthorized use of information systems.
- **Honeynet** is a collection of honeypots, designed to attract attackers by the vulnerabilities built into the systems and the network.
- **Proprietary Information** also known as a trade secret; is information a company wishes to keep confidential.
- **Spam** is the use of messaging systems to send multiple unsolicited messages to large numbers of recipients for the purpose of commercial advertising, for the purpose of noncommercial proselytizing, for any prohibited purpose, or simply sending the same message over and over to the same user.

## 9. Revision History

<b>Date of Change</b>	<b>Responsible</b>	<b>Summary of Change</b>
November 2021	IT Department	Updated and converted to new format



I understand and agree to the above as part of my terms of employment with ZimWorX.

**EMPLOYEE**

\_\_\_\_\_  
Authorised Signature

\_\_\_\_\_  
Print Name & Title

\_\_\_\_ / \_\_\_\_ / \_\_\_\_  
Date

**COMPANY**

\_\_\_\_\_  
Authorised Signature

\_\_\_\_\_  
Print Name & Title

\_\_\_\_ / \_\_\_\_ / \_\_\_\_  
Date