

1 **4042**

2 **Employee Social Security Numbers**

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4 Nebraska law prohibits employers from using or publishing an  
5 employee's social security number except under certain specified  
6 circumstances. This district shall comply with this law and take reasonable  
7 steps to protect the confidentiality of employees' social security numbers.  
8 However, neither state law nor this policy prohibits the district from using  
9 the last four digits of an employee's social security number as an  
10 employee identification number or in any other reasonable manner.

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12 Adopted on: November 11, 2008

13 Revised on: \_\_\_\_\_

14 Reviewed on: October 9, 2012; January 12, 2016; November 13, 2018