

ABC Employee ID Badge ***(RFID) Radio Frequency Identification***

ABC's new Employee ID Badges have (RFID) Radio Frequency ID Chips embedded within each badge. The purpose of RFID chips is to facilitate future employee access to digital functions such as; digitally controlled doors, log-in to equipment (i.e. copy machines), checking into professional development events, and many other practical future applications.

The following statements apply to ABC's new Employee ID Badges with RFID:

1. All ABC Employee ID Badges come standard with an embedded RFID chip. RFID chips are read by hardware called *digital proximity readers*. These readers are typically installed outside a digitally controlled door, and act in lieu of lock and key hardware. Digital door access requires an employee to touch their card to the digital proximity reader to unlock a door. ABC Badges must touch the reader, or be placed about one inch away from the reader for the card's information to be read and open the door.
2. No personal or employee information is stored on the RFID chip. ABC ID Badge RFID chips contain only a *random* 4-8 digit number assigned to each ABC employee. For example, Employee A, was assigned the random number of 009877. This number is not associated with any personal, or employment function information. Consequently, if an employee's ID card were to be "hacked" only this random number could be extracted.

There are many applications (credit cards, passports, etc) that use RFID technology and store information on a chip. Many online stories that generate fears of being hacked, often times involve financial or personal information. This is not something ABC employees need to be concerned with as there is nothing stored on the RFID chip besides a randomly assigned number.

3. ID Badges are not a mandate. If an employee does not want to wear an ABC ID Badge with an RFID chip, it remains their prerogative. ID Badges without RFID chips can be requested. The greater ABC ID Badge *visual identification system* depends on the collective commitment of all ABC employees to contribute to the Badge system's efficacy, and the contribution to safer work environments for all.

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4. The District does not “track” employee movements or locations. ABC ID Badges are in no way similar to a cell phone and its ability to locate a user’s location via cellular and GPS technology. The ID Badge system does log when an employee’s card is used to access a digitally controlled door. The District records a date and time stamp for digital doors that ABC employee access.
5. ABC’s ID Badges do not “emit” radio signals that others can collect through the air. ABC’s Badges interact with installed proximity reader hardware that requires the ABC ID Badge to touch, or nearly touch, the reader. ID Badges that transmit information “through the air” requires batteries, of which ABC’s ID Badges do not contain.
6. ABC’s ID Badge RFID chips are not “active” at ABC schools that do not have digitally controlled doors. When future digital door access systems are installed, ABC’s existing ID Badges can easily become functional on each campus.
7. Employee ID Cards with RFID chips can not escape the remote possibility of being hacked, or spoofed. A spoof involves the unauthorized duplication of an employee’s card, subsequently that could be used to open a District’s digitally controlled door. Relative to the District’s current reliance on physical keys, which can be duplicated, or lost, the new ID Badge future use to digitally controlled doors will provide the District more security, and more options for mitigation when “key or access” problems arise.

Keep in mind, no employee information is on the ID Badge, so personally identifiable information will not be compromised should the unfortunate event of a hack occur. Considering that all ABC secondary schools have surveillance cameras installed, a school administrator could identify the unauthorized use of a digital door very quickly, with a possibility of visually identifying the unauthorized user.

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In the event of a suspected hack, the employee should report the issue to their administration, who would subsequently disable the card, and any unauthorized copies.

8. The ABC ID Badge database is maintained by the ABC IT Department. It is secured in-house. The database connects to each ABC employee's randomly assigned card number. Within the database the IT Department maintains the employee's first and last name, work location, title, and door locations for access. Only authorized IT and Human Resource staff have access to the employee ID Badge database.
9. The school district does not sell, nor share ID Badge door access data to outside parties, and in the event this database was breached by outside hackers, stored data only includes a randomly assigned number, first and last name, work location, position, and doors approved for employee access.