



University of New Haven

Human Resources Policy / Procedure

Policy / Procedure Title	Applicability/ Scope	Purpose	Effective Date	Responsible Party	Pages
Recording phone calls or conversations	All Employees	Provides employees CT law regarding the prohibition of recording conversations	7/1/2022	Associate VP Human Resources & Organizational Development	1

Under Connecticut law, it is illegal for a person to record a telephone conversation without the knowledge of all parties to the conversation (CGS § 52-570d). The statute excludes law enforcement personnel and certain other individuals, including the recipient of a telephonic communication that conveys a threat of extortion, bodily harm, or other unlawful request or demand.

Consistent with the University's rights under Connecticut law, the University does not permit the unauthorized recording of employee conversations. Employees may not record conversations with anyone at the University without the full knowledge and consent of all parties to the conversation, except as may be allowed by law. Likewise, this policy shall not be applied so as to interfere with any protected activities under the National Labor Relations Act.

A violation of this policy may result in disciplinary action, up to and including termination.

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