OFFICE OF THE CHIEF OF POLICE

NOTICE
1.14

January 29, 2021

TO: All Department Personnel

FROM: Chief of Police

SUBJECT: SOCIAL MEDIA USE

Recent events both here and in Washington D.C., have shown the power and influence of social media, including how that power is not always used for good or legitimate purposes. Social media brings people together and tears them apart. At its worst, social media has the power to amplify misinformation, leverage influence, and incite violence that can cause physical and emotional harm.

All employees' use of social media is directly tied to our Law Enforcement Code of Ethics and Department Core Values. One of our Department's Core Values is Respect for People that demands we treat all people with respect and dignity. The Code of Ethics says in part:

> *"I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty."*

Whether on or off-duty, we are accountable for our words and actions, whether we believe them to be private or anonymous on a digital platform. Social media posts are rarely truly private, regardless of your intent. Remarks, images and information originally intended "just for friends and family" is often shared with others, and what you post online is permanent. Your posted comments, memes, and likes, can and will do irreparable harm to your co-workers, your family, your career and this Department.

Posting harassing, discriminatory, and/or defamatory material is misconduct and will result in disciplinary action, up to and including removal from the Department. No one should post on social media, whether public or private, any communication that would not be acceptable on a public stage or in a roll call room.

MICHEL R. MOORE
Chief of Police

Attachment

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