



EMERYVILLE POLICE DEPARTMENT

PROFESSIONAL SERVICES DIVISION

20-19 Training Bulletin

To: All Staff

From: Officer M. Shepherd

Date: 10/27/20

Re: Employee Speech, Expression and Social Networking

As we enter the 2020 US Presidential Election the Emeryville Police Department would like to remind personnel to review policy 1027- Employee Speech, Expression and Social Networking. The Department is actively gathering intelligence to stay abreast on any possible disruptions due to the election.

As for the policy, Social Networking can hold a myriad of topics surrounding its use and impact on both personal and professional levels. Supervisors, please discuss department policies and below discussion points:

“Social Media and the Public Sector: Understanding Free Speech Rights”

Lexipol Article by Rick Bates.

<https://www.lexipol.com/resources/blog/social-media-law-enforcement-understanding-free-speech-rights/>

Social Media Tips for Law Enforcement:



ARE YOU PUBLIC OR PRIVATE?

Have you locked down your account so only your friends can see your posts? Go into the Facebook settings and select who you want to be able to see your posts and your account.

YOUR PROFILE PHOTO

Have you taken steps to make sure your profile photo is not visible, even though your account settings are secure? Could that person you arrested find your account? From a computer, click on your profile pic, then 'Edit' and select the audience who can view your pic.



COMMENTING

Even though you have your security settings enabled to allow only your friends to see your posts, your comments on other people's posts, law enforcement fan and news pages will be visible to everyone.

THINK ABOUT COURT

Before you post that funny meme, picture, video or comment, ask yourself: If I was being questioned about this post, would the judge, jury, and rest of the courtroom look favorably on me? If it's no, then DON'T post it!



HAVE YOU BEEN TAGGED?

Did your friend take your picture at a social function and 'tag' your name on your photo? Make sure to go to settings > Timelines and Tagging and select either 'off' or 'only me' in the settings options.

EDUCATE THE FAMILY

When family members visit your department's Facebook page and like the photo of you at an event, can the public click on their profile and start learning more about your relatives, mutual friends, or more? Have your family take the same security measures as you have taken.

