



OAKLAND COUNTY SHERIFF'S OFFICE

General Order

NUMBER

41

DATE

August 11, 2010

SUBJECT:

SOCIAL NETWORKING POLICY

DISTRIBUTION

REFERENCE:

PURPOSE:

To establish policy regarding employee use of social networking web sites.

DEFINITIONS:

Social Networking Websites: Sites which focus on building online communities of people who share interests and activities and/or exploring the interests and activities of others. Examples of social networking websites include: Facebook, MySpace, Friendster, Linked In, Twitter, and any other sites that allow users to post personal blogs. The absence of, or lack of explicit reference to, a specific site does not limit the extent of the application of this policy.

POLICY:

The Oakland County Sheriff's Office has a duty to protect the reputation of the organization and its employees, as well as guard against liability and potential legal risk. Therefore, the Oakland County Sheriff's Office reserves the right to monitor these websites, and employees are advised of the following:

- a. Employees should exercise caution and good judgment when social networking online.
- b. Employees should be aware that the content of these social networking sites can be subpoenaed and used in criminal and civil trials to impeach the employee's testimony.
- c. Any individual who can be identified as an employee of the Oakland County Sheriff's Office has no reasonable expectation of privacy when social networking online. Employees are subject to all pertinent Oakland County Sheriff's Office policies and procedures along with local, state, and federal laws regarding public information on arrests, investigations, and personnel data.

PROCEDURE / REGULATIONS:

Failure to comply with the following may result in discipline, up to and including discharge:

- a. Any postings involving offensive or unethical content are not permitted.
- b. Employees shall not represent that they are speaking or acting on behalf of the Oakland County Sheriff's Office or that they are representing or presenting the interests of the Oakland County Sheriff's Office.
- c. Employees are prohibited from using social networking sites to harass or intimidate others, including other employees of the Oakland County Sheriff's Office.
- d. Only authorized official departmental business is exempt from the above regulations.



Michael J. Bouchard
Sheriff