

# Little Creek Volunteer Fire Company, Inc.

Sta. 54

P.O. Box 327  
311 Main St.  
Little Creek, DE 19961

## SOCIAL MEDIA POLICY

This policy applies to membership of the Little Creek Volunteer Fire Company:

Members are free to express themselves as private citizens on social media sites to the degree that their speech does not impair working relationships of this Company for which loyalty and confidentiality are important. In addition, expression should not hamper the performance of duties or weaken discipline and harmony among the membership. To negatively affect the public perception of the Company is detrimental and unbecoming of a member. All members are considered "personnel" of the Little Creek Volunteer Fire Company and act as agents of the Company thus shall maintain the following conduct:

**Members are cautioned that their speech, especially in the course of their official duties, may not necessarily be protected speech under the First Amendment if it is deemed detrimental to the Little Creek Volunteer Fire Company.**

Any form of social media use may form the basis for discipline if deemed detrimental to the Company. This includes but is not limited to Facebook, Twitter, Instagram, Youtube, LinkedIn, Myspace, Vine, and Snapchat.

Members should assume that their speech and related activity on social media sites will reflect upon their position within the Company.

Members shall not post, transmit, or otherwise disseminate any information to which they have access as a result of their membership status without written permission from the Fire Chief or President.

### **Members are cautioned not to do the following:**

Display department logos, uniforms, or similar identifying items on personal web pages without prior written permission from the Fire Chief or President.

Post personal photographs or provide similar means of personal recognition that may cause you to be identified as a member or officer of this Company including those from the scene of an emergency.

When using social media, Company personnel should be mindful that their speech becomes a permanent part of the worldwide web and visible to other LCVFC personnel, neighboring departments, and the general public.

### **Adherence to the Company's By-Laws is required in the personal use of social media. In particular, Company personnel are prohibited from the following:**

Speech containing obscene or sexually explicit language, images, or acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals.

Speech involving themselves or other Company personnel reflecting behavior that would reasonably be considered reckless or irresponsible - in particular on the scene of an emergency.

Company personnel may not divulge information gained by reason of their authority; make any statements, speeches, appearances, and endorsements; or publish materials that could reasonably be considered to represent the views or positions of this Company without express authorization.

Publishing or posting private facts and personal information about someone including victims/patients without their permission that has not been previously revealed to the public, is not of legitimate public concern, and would be offensive to a reasonable person.