

**Ordinance No. 2020-06**

---

**AN ORDINANCE ESTABLISHING AND GOVERNING THE USE OF  
SOCIAL MEDIA FOR THE POLICE AND FIRE DEPARTMENT OF  
THE CITY OF MIFIELD, ALABAMA**

---

BE IT ORDAINED AS Follows:

Section 1:            Use of Social Media Policy for the Police and  
                             Fire Departments of the City of Midfield, Alabama  
                             Use of Social Media

Section 2:           Purpose:

- (A):            The purpose of this policy is to inform all employees of the Midfield Police and Fire Departments of the Departments' expectations concerning employees' online activities and the consequences of employees failing to comply with the requirements of this policy.
- (B):            The use and application of sound judgment and decency are expected of employees of the department, at all times. This expectation extends to employees who engage in social media activity and other internet activity, whether on-duty or off duty.
- (C):            Accordingly, employees of the departments should give due consideration to the content of messages transmitted reflecting the employees' communications on social media websites, postings to internet blogs, and messages posted in chat rooms, on dating sites, or through any other electronic medium.

### Section 3: Guidance:

(A): While it is not the purpose or intention of the Midfield Police and Fire Departments to chill or infringe upon lawful speech, the department does have a duty and responsibility to oversee the integrity of investigatory activities of the department and to uphold the dignity of the Midfield Police Department, generally. Accordingly, the following guidance is offered as to appropriate and inappropriate Social Media Activity.

(B): Allowed Activities:

Employees may post photographs of themselves in uniform. However, the posts must promote the values of the Midfield Police Department, the foremost of which are professionalism and integrity. Posts should in no way be offensive to any protected group, nor should they undermine or impede any employee's ability to testify in a lawful proceeding.

(C): Examples of permitted posts:

Photographs of employees at graduations, promotions, receiving awards, etc.

(D): Disallowed Activities:

(1): Employees may not post pictures or videos of themselves or co-workers at crime scenes, of any official working any crime scene, or any photographs/videos of any crime scene.

(2): Employees may not post or caused to be posted to the internet or to any social media platform, any photographs or videos depicting them engaged in

any unlawful activity or engaged in activity that undermines the integrity of the Midfield Police and Fire Departments. Such activity, e.g. would include: texting while driving, distracted driving, speeding, visible impairment, etc.

(3): Employees may not post or cause to be posted any official information, equipment, photographs, or writings, created, utilized, or generated by, for, or at the request of the Midfield Police and Fire Departments.

(4) 'Official Information' includes, but is not limited to, matters related to, crime scene information, internal investigation, any Incident/Offense Reports, any documentation related to employee disciplinary matters, whether pertaining to current or previous employees.

(5): Employees may not post and/or caused to be posted any material, in whatever form, that undermines and/or threatens the Authority of the Midfield Police and Fire Departments; that tends to destroy the close working relationships of the employees and/or relationship with other Police and Fire agencies; that negatively affects the morale of the department; that is likely to substantially interfere with the operations of the Midfield Police and Fire Departments; and/or that would harm the reputation of the Midfield Police and Fire Departments. Any post reflecting cowardice or unwillingness to perform duties.

(6) Employees may not post or publish to the internet or to a social media site or caused to be posted/published to any such site a comment of "like", pertaining to any discriminatory content or that suggests approval of violent or inappropriate written content, audio files, photographs, or other depictions, conveying messages which are contrary to the mission and effectiveness of the Midfield Police and Fire Departments.

(a): 'Discriminatory' Content includes but is not limited to any uncomplimentary, negative, or other discriminatory content that expresses bias against any race, ethnicity, gender, sexual orientation, religion, disability, or other protected class of individuals.

(b): In addition to adhering to standards of 'good judgment' and decency, no post, comment, 'like', or shared message should violate of the 'Code of Conduct/Ethics' promulgated by the departments.

Section (4): In addition to the foregoing, this Policy is to inform employees of the Midfield Police and Fire Departments that: (a). There is no expectation of privacy. Therefore, employees are not to assume that they will have privacy, such as would shield Postings or Social Media Content from the scrutiny of the Midfield Police and Fire Departments, regardless of whether Internet Sites or Social Media Sites offer 'user privacy settings' or other access controls; (b). Any information posted to a public page of a Social Media site, or other such Internet site, may be accessed at any time, without prior warning, by personnel of the Midfield Police and Fire Departments, by members of the media, or by defense attorneys, etc.; and (c). Any Social Media activity, conducted in a manner that reveals the position of such personnel, concerning any particular matter, may be evaluated for compliance with existing departmental policies and procedures.

Adopted this \_\_\_\_\_ Day of November, 2020.

Attest:

---

Carolyn Wilson Acting City Clerk

---

Gary R. Richardson Mayor

CLERK CERTIFICATION

I, \_\_\_\_\_, Acting City Clerk of Midfield, Alabama for the sole purpose of administering implementing the above and foregoing Ordinance, is a true and correct copy of Ordinance 2020-05, adopted and approved by the City Council of the City of Midfield, Alabama at its \_\_\_\_\_ Meeting held on the \_\_\_\_ day of \_\_\_\_\_ 2020 as same is represented in the Recorded Minutes.

Moreover, I hereby certify that the above foregoing Ordinance was published by Posting same at the following three (3), or more locations: Midfield City Hall, the Midfield Library, and the Midfield Post Office and the City of Midfield's Web page.

Certified and acknowledged on this \_\_\_\_\_ day of \_\_\_\_\_ 2020.

\_\_\_\_\_  
Acting City Clerk