

13.17 Personal Social Media Usage

Employees are free to express themselves as private citizens on their personal social media sites or web logs (blogs). However, employees are prohibited from using language or images that are obscene or sexually explicit, or that ridicule, malign, disparage, or otherwise expresses bias, or implies violence or physical harm against any person or group based on race, gender, religion, national origin or other protected characteristic.

Any person identified as an employee of the City of Fort Worth on a publicly accessible site is also expected to maintain an online image that would encourage the public to have confidence in that employee. To this end, employees shall not post subject matter containing images or statements suggesting that the employee has engaged in theft, public intoxication, illegal drug activity, or other criminal behavior. Additionally, employees are prohibited from engaging in defamatory speech. Individuals who violate this policy may be subject to disciplinary action up to and including termination of employment.