

SOCIAL MEDIA POLICY

I. INTRODUCTION

The Town of West Tisbury (the Town) has created an official town Facebook page. The Town permits departments to utilize this site to further enhance communications with its residents and various stakeholders in support of the Town's goals and objectives. Town officials and departments have the ability to publish articles, facilitate discussions and communicate information through such media to conduct official Town business. A Facebook site will hopefully facilitate further discussion of Town government business, operations and services by providing members of the public the opportunity to engage in many ways using the Internet.

This policy sets forth general guidelines that must be adhered to with respect to utilization of the Facebook site for official Town purposes. Questions regarding this Policy should be directed to the Town Administrator. These guidelines may be supplemented by more specific administrative procedures and rules as may be issued.

Furthermore, this Policy may be amended from time to time, and is meant to be read in conjunction with all other applicable policies and procedures of the Town of West Tisbury.

II. DEFINITIONS

1. "Social media sites" and "social networking sites" refer to websites that facilitate user participation, networking, and collaboration through the submission of user generated content. Social media in general includes tools such as: blogs, wikis, microblogging sites, such as Twitter; social networking sites, such as Facebook and LinkedIn; video sharing sites, such as YouTube; and bookmarking sites such as Del.icio.us.
2. A "social media identity" is a specific user identity or account that has been registered on a third party social media site.
3. A "moderator" is an authorized Town of West Tisbury official (appointed or elected) or employee, who reviews, authorizes and allows content submitted by the Town of West Tisbury officials, employees and public commentators to be posted to a Town of West Tisbury social media site or sites.

III. POLICY

1. The official posting for the Town of West Tisbury will be done by the Town Administrator or their designee.
2. All Town of West Tisbury social media sites shall adhere to applicable state, federal and local laws, regulations and policies including the Public Records Law, Public Records retention schedules, Open Meeting Law, Copyright Law and other applicable Town of West Tisbury policies.
3. Public Records Law and e-discovery laws and policies apply to social media content. Accordingly, such content must be able to be managed, stored and retrieved to comply with these

laws. Furthermore, once such content is posted on a social media site, it should stay posted, unless it is removed for one of the reasons set forth below in paragraph Numbers 8 or 9, or it is changed to fix spelling or grammar errors.

4. All social media sites and entries shall clearly indicate that any content posted or submitted is subject to public disclosure.

5. The Town Facebook site shall include an introductory statement which clearly specifies the purpose and topical scope of the site. Where possible, social media sites should link back to the official Town of West Tisbury Internet site for forms, documents and other information.

6. The Town of West Tisbury Facebook site shall indicate to users that the site is subject to a third party's website Terms of Service. Furthermore, the site shall indicate that: the social media site provider could collect personal information through a user's use of the social media site; and that this personal information may be disseminated by the third party; and that such dissemination may not be governed or limited by any state, federal or local law or policy applicable to the Town.

7. All social media sites shall clearly indicate they are maintained by the Town of West Tisbury and shall have the Town of West Tisbury contact information prominently displayed.

8. The Town of West Tisbury reserves the right to restrict or remove any content that is deemed in violation of this policy or any applicable law.

9. Town of West Tisbury social media content and comments containing any of the following forms of content shall not be allowed for posting:

- a) **Comments or content** not topically related to the particular site or blog article being commented upon;
- b) Profane, obscene, or vulgar language or content;
- c) **Comments or content** that promotes, fosters or perpetuates discrimination on the basis of race, color, gender, gender identity, national origin, religion, ancestry, age, sexual orientation, disability, maternity leave, genetic information, or active military status;
- d) **Comments or content that is threatening or harassing;**
- e) **Sexual comments, content, or links to sexual content;**
- f) Conduct or encouragement of illegal activity;
- g) Information that may tend to compromise the safety or security of the public or public systems;
- h) Content that violates a legal ownership interest of any other party;
- i) **Protected health information;**
- j) **Personnel information; or**
- k) **Other information that is not public record or is otherwise privileged from public disclosure.**

10. All Town of West Tisbury social media moderators shall be trained regarding the terms of this policy, including their responsibilities to review content submitted for posting to ensure compliance with the policy.

11. Where appropriate, Town of West Tisbury IT security and/or computer use policies shall apply to all social media sites and articles.

12. Officials (elected or appointed) and employees representing the Town of West Tisbury via social media sites must conduct themselves at all times as a representative of the Town of West Tisbury and in accordance with all applicable rules, regulations, and policies (including personnel policies) of the Town of West Tisbury.

13. No Town of West Tisbury or department social media site can endorse or otherwise cite (either with approval or disapproval) vendors, suppliers, clients, citizens, co-workers or other stakeholders.

IV. EMPLOYEE GUIDELINES FOR USE OF SOCIAL MEDIA SITES

1. **First Amendment Protected Speech.** Although the Town of West Tisbury can moderate the social media sites that accept comments from the public (such as blogs and wikis) to restrict speech that is obscene, threatening, discriminatory, harassing, or off topic, employees cannot use the moderation function to restrict speech with which the Town of West Tisbury merely disagrees (i.e. subject matter restrictions). Users have some First Amendment rights in posting content to public social media sites hosted by municipalities. Moderators must respect those rights by posting all comments other than those excluded for specific legitimate reasons, as referenced above.

2. **Copyright Law.** Employees must abide by laws governing copyright and fair use of copyrighted material owned by others. Never reprint whole articles or publications without first receiving written permission from the publication owner. Never quote an excerpt of someone else's work without acknowledging the source, and, if possible, provide a link to the original.

3. **Conflict of Interest.** Employees are prohibited from using social media to engage in any activity that constitutes a conflict of interest for the Town or any of its employees, as defined by G.L. c. 268A.

4. **Protect Confidential Information.** Never post legally protected personal information that you have obtained from the Town of West Tisbury (e.g., information that is not public record under the Public Records Law, G.L. c.66, §10 and G.L. c. 4, §7(26), or whose dissemination is restricted under applicable Federal or State privacy laws or regulations). Ask permission to publish or report on conversations that occur within the Town. Never post information about policies or plans that have not been finalized by the Town, unless you have received explicit permission from your supervisor to post draft policies or plans on the department's social media sites for public comment.

5. **Consider Your Content.** As informal as social media sites are meant to be, if they are on a government domain or a government identity, they are official government communications. Social media sites will be sought out by mainstream media – so a great deal of thought needs to go into how you will use the social media in a way that benefits both the Town of West Tisbury and the public. Employees should not comment about rumors, political disputes, or personnel

issues, for example.

6. **Comments.** At this time the site will be closed to comments. In the future, if comments are allowed it is important to be prepared for negative comments. Because the purpose of many social media sites, particularly department blogs and wikis, is to get feedback from the public, you should expect that some of the feedback you receive will be negative. Some effective ways to respond to negative comments include:

- a) Providing accurate information in the spirit of being helpful;
- b) Respectfully disagreeing; and
- c) Acknowledging that it is possible to hold different points of view.

7. **Respect Your Audience and Your Coworkers.** Do not use ethnic slurs, personal insults, obscenity, or engage in any conduct that would not be acceptable in your department's workplace. Do not be afraid to be yourself, but do so respectfully. This includes not only the obvious (no ethnic slurs, personal insults, obscenity, threats of violence, etc.) but also proper consideration of privacy and of topics that may be considered objectionable or inflammatory—such as party politics and religion. Do not use your department's social media presence to communicate among fellow Town of West Tisbury employees. Do not air your differences with your fellow Town of West Tisbury employees on your department's social media's sites.

8. **Use the Social Media Site or Identity Only to Contribute to your Department's Mission.** When you contribute to your department's social media site or identity, provide worthwhile information and perspective that contribute to your department's mission of serving the public. What you publish will reflect on the Town. Social media sites and identities should be used in a way that contributes to the Town's mission by:

- a) Helping you and your co-workers perform their jobs better;
- b) Informing citizens about government services and how to access them;
- c) Making the operations of your department transparent and accessible to the public; and
- d) Encouraging civic engagement.

9. **Mistakes.** The Town of West Tisbury policy is that once something is posted, it should stay posted. Only spelling errors or grammar fixes should be made without making the change evident to users. If you choose to modify an earlier post, make it clear that you have done so—do not remove or delete the incorrect content; provide the correct information and apologize for the error. Ways to accomplish this include:

- a) Strike through the error and correct; or
- b) Create a new post with the correct information, and link to it from the post you need to correct or clarify.

Either method is acceptable. In order for the social media identity or site to achieve transparency, the Town of West Tisbury cannot change content that has already been published without making the changes clearly evident to users.

10. **Media Inquiries.** Town of West Tisbury or department social media identities or sites may lead to increased inquiries from the media. If you are contacted directly by a reporter, you should refer media questions to the Town Administrator.

11. **Personal Comments.** Only content that is official town business may be posted. Personal content or commentary may not be posted on the Town’s Facebook site.

12. **Employee or Official Profile.** If you identify yourself as a Town of West Tisbury employee or official, ensure your profile and related content is consistent with how you wish to present yourself to colleagues, residents and other stakeholders.

13. **Defamation.** Be aware that employees acting in their individual capacity (not on behalf of the Town of West Tisbury) are not immune from defamation claims. Under Massachusetts law, defamation is established by showing that the defendant published a false, non-privileged statement about the plaintiff to a third party that either caused the plaintiff economic loss or was of the type that is actionable without proof of economic loss. Some statements, like accusation of a crime, are defamatory per se. Avoid statements that may be interpreted as defamatory.

14. **Records Retention.** Social media sites will contain communications sent to or received by Town of West Tisbury officials and employees, and are therefore Public Records. Ensure that the Town of West Tisbury or department retains a copy of the social media content in accordance with Public Records Retention Schedules. Review the third party social media service provider’s terms of service for its record retention practices. Note that while third party social media providers will most likely save your content for some period of time, they generally will not save it indefinitely. To the extent their policies are inconsistent with Public Records Retention Schedules, the Town of West Tisbury or department should retain copies of social media posts such as by printing or otherwise storing periodic “snapshots” of the social media sites.

15. **Open Meeting Law.** Be aware of the Open Meeting Law and possible violations for improper deliberations outside of a posted meeting. A series of individual postings on a social media site cumulatively may convey the position of a quorum of a governmental body regarding a subject within its jurisdiction, and may constitute improper deliberation among the members of a board or committee.

SOCIAL MEDIA POLICY

This acknowledges that I have received and reviewed the Social Media Policy, with attachments, of the Town of West Tisbury (“Policy”). By signing this form, I agree to abide by the Policy and any Guidelines promulgated thereunder, and I agree to review periodically any changes or modifications. I recognize that the law and associated Policy regarding use of Social Media are continually evolving. Therefore, I understand that my regular review of this Policy, as it may be amended, is required.

Print Name: _____

Signature: _____

Date: _____

To be included in employee’s personnel file.