



## Florissant Fire Rescue Social Media/Media Policy

This policy shall apply to all media and social media networking sites of any kind, to include the ones that currently exist or ones that are created in the future. Examples are, but not limited to, Facebook, Instagram, Nextdoor, TikTok, YouTube, Blogs, Vlogs, Podcasts, message boards on and offline.

For the purposes of the policy, an “Individual” shall include an employee, volunteer, director, manager, or contractor.

This policy does not attempt to curb the actual speech of an individual, except in certain limiting circumstances.

The district understands the value of social media/media, but also understands the concerns and issues raised when information is released that violates privacy concerns or portrays the District to the public in an illegal or negative manner (intentional or unintentional).

The Chief or Board of Directors shall be representative of the Fire Department with regard to making public statements in any forum whether on a computer or not. The Chief or Board of Directors may authorize an individual(s) to make public comments on various matters (PIO).

Therefore, no other individual shall share information, videos or pictures gathered while on District business without authorization. No individual may discuss in any detail any medical call or fire response, or in any way identify any patient, victim or emergency, with unauthorized persons. Exceptions are: Peer support, After Action Reviews (AAR's), training, or councilor.

The Fire Department strongly urges individuals not to make negative public comments about the Fire Department or the Department's business or practices, or about any individuals. That being said, any individual who makes any comments about any other individual as defined here in which in any way related to or is related with the Fire Department shall state affirmatively:

“This statement was not made with the authority of or on behalf of the Florissant Fire Department and represents only the personal views of the maker of the statement.”

Failure to attach this statement to any writing, document or posting may result in discipline, up to and including termination. Any individual who posts and comment whatsoever about the Fire Department or any individuals shall identify themselves and shall not hide behind any fictitious name.

No individual shall utilize any Fire Department equipment, logo, patch, uniform, vehicle or other Fire Department item in any promotion, profit making venture, speech which violates the policy or other private purpose which is not for the benefit of the Fire Department.

The Fire Department's network and computers shall not be utilized to create or issue comments on any social network about the Fire Department, its employees, volunteers, directors, customers, contractor or business, except as specifically permitted by the Fire Chief or Board of Directors. The Fire Departments network and computer shall not be utilized to make any negative comments about the Fire Department's business in any manner or to send threatening or harassing or defamatory emails or messages of any sort.

No individual shall violate any copyright or trademarked item and any manner, such as by posting such copyrighted or trademarked writing on social networking site.

Violation of the policy may result in discipline up to and including termination.

By signing this policy you are stating that you understand and will abide by it.

Written Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

Revised on 09/07/2023

Attached: Firefighter Code of Ethics, EMS Code of Ethics.

