

# VILLAGE OF LOMBARD

## Social Media Policy



# Overview

- ▣ Existing regulations and policies
- ▣ Types of social media restrictions
- ▣ Sample provisions



# Existing Policies

- ❑ No present regulations directly addressing Board, employee, or committee member conduct on social media
- ❑ Existing policies, while not directly related to social media, would prohibit certain online conduct:
  - Political conduct on Village time and equipment prohibited
  - First responder prohibits conduct unbecoming an officer

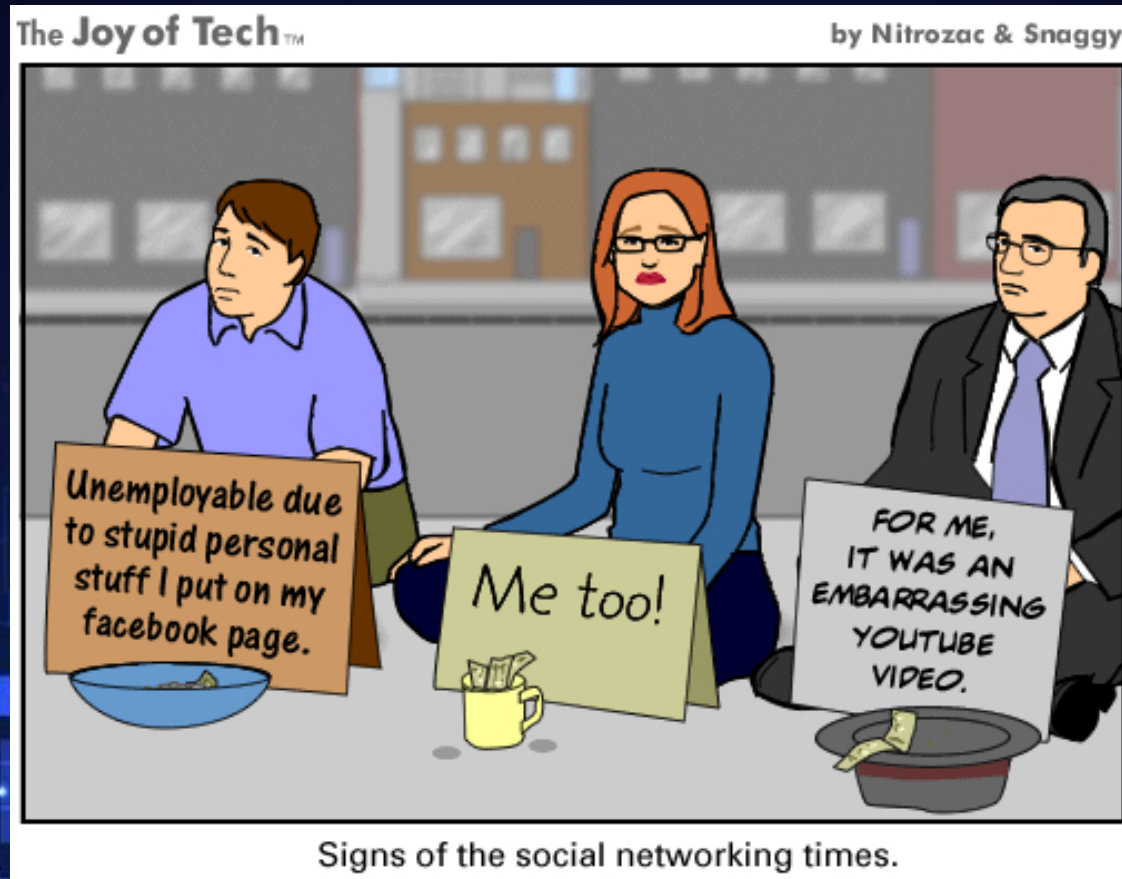


# Types of Social Media Restrictions

- ▣ Guidance language for social media conduct – POLICY
  - Recommendations/guidance for conduct
  - Focus of this presentation
- ▣ Enforceable regulations – HR MANUAL
  - Clear enforceable directives on conduct
- ▣ Organizational social media policies – POLICY
  - Standards and practices for organizational use of social media

# Sample Provisions

- ▣ Review of recommended guidance and sample provisions for a potential policy



Signs of the social networking times.

# Disclaimer

- ▣ Individuals should make clear that any view expressed are theirs alone and do not reflect the views of the Village



## **Clark Kent**

@ClarkKentDailyP

*Mild-mannered reporter at The Daily Planet covering crime and urban decay. The views expressed here are my own and do not necessarily reflect those of my employer. I'm not superman.*

[www.dailyplanet.com](http://www.dailyplanet.com)

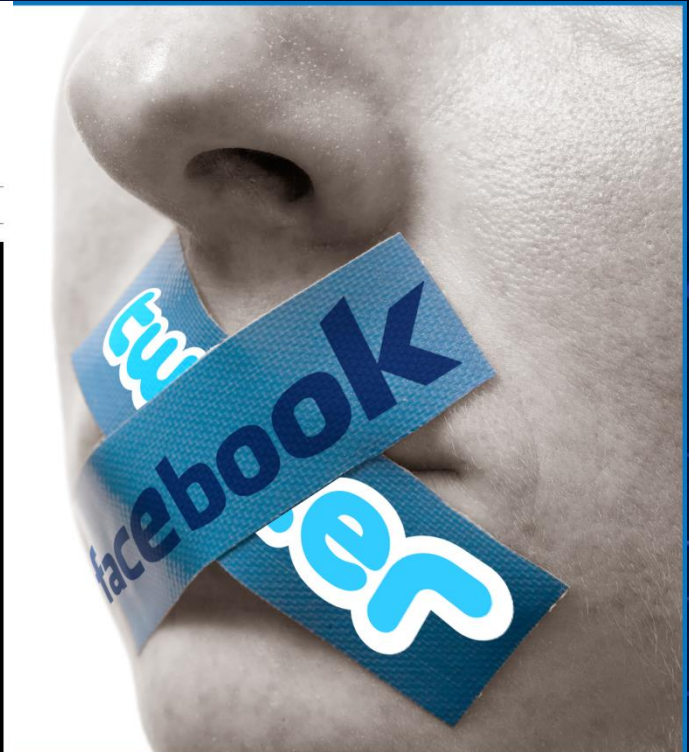
# Private/Confidential

- ❑ Do not disclose information on any social media site that is private or confidential

## Laredo Councilman Vidal Rodriguez found guilty of disclosing criminal history of former opponent

He received deferred adjudication for accessing juvenile record

By Julia Wallace, LMtonline.com / Laredo Morning Times Updated 5:10 pm, Wednesday, October 11, 2017





**WAVY TV 10**

January 12, 2016 · 🌐

Councilman Bill Moody said he was fined \$1,500 for violating a city amendment that prohibits city officials from publicly speaking on private matters.



Portsmouth councilman hit with fine for Facebook post

WAVY.COM



Like



Comment



Share





# Debate/Dialogue

- Do not engage in online debate or dialogue on social media regarding a project or plan. Instead, encourage individuals to contact the Village via phone or e-mail to discuss.



**Mayor Philip Levine** ✓  
@MayorLevine



Replying to @AirbnbCitizen @MiamiBeachNews

NOT sad.MB natives can speak with their vote!!!!MB doesn't want what your selling!!!!Convince the commission!

10:40 PM - Mar 3, 2017

♥ 4 👤 See Mayor Philip Levine's other Tweets



**AirbnbCitizen** ✓ @AirbnbCitizen

Mar 3, 2017

Replying to @MayorLevine @MiamiBeachNews

@MayorLevine, it is disappointing that the only way to reach you is thru Twitter & media. We hope to discuss your concerns in person.

## Miami Beach Mayor Philip Levine Flies Off the Handle with Airbnb in Trump-Esque Twitter War

By ALLISON NIELSEN  
March 8, 2017 - 11:30am



Sunshine State News has apparently poked the bear with Miami Beach Mayor and possible Democratic gubernatorial candidate Philip Levine, who recently launched into Donald Trump-esque Twitter and Facebook tirades over an article SSN posted about the popular homesharing site, Airbnb.

Last week, SSN [published a story](#) detailing how the city of Miami Beach is imposing hefty fines to the tune of \$20,000 on illegal renters in the city, all while refusing to reach any short-term agreement with the company to lessen the fines.

Airbnb says it has tried repeatedly to arrange meetings with the mayor, but told SSN he refuses to meet with them.



**Mayor Philip Levine** ✓  
@MayorLevine

soooooo sad... 😞😞😞😞😞

5:08 PM - Mar 3, 2017

♥ 3 👤 See Mayor Philip Levine's other Tweets

# How You Present Yourself

Ensure your profile and content are consistent with how you wish to present yourself as a professional and appropriate to the public trust.

COLLEEN LACHOWICZ SPENDS HUNDREDS OF HOURS PLAYING IN HER ONLINE WORLD AZEROTH, AS AN ORC ASSASSINATION ROGUE NAMED **SANTIAGA**.



What's worse, in Colleen's World she gets away with **crude, vicious and violent online comments.**



"I love poisoning and stabbing! It is fun. I never thought I would love it so much either. I did not start out in WoW with a rogue..."

Feb 11, 2008 at 06:58:14 PM PST  
<http://www.dailykos.com/comments/30872/30404888>



"I used EJ to re-spec my rogue (the lovely and talented orc rogue Santiago here. Thank you for noticing my totally hot purple mohawk!) I got heavier into the assassination tree for more mutilate skill.

I did lose some speed and ability in stealth as a result, to my dismay. But my dps [Deaths Per Second] increased quite a bit." ...

Jun 11, 2008 at 02:51:42 PM PST  
<http://www.dailykos.com/comments/741234/29194022>

Santiago,  
AKA Colleen Lachowicz



"That is the joy of the VM [Vagina Monologues] traditional or trans! Yelling "C[REDACTED]F" onstage always

cracks me up"  
Nov 07, 2008 at 02:26:12 PM PST  
<http://www.dailykos.com/items/302774/32387116>



"I play a rogue... I like to stab things and I'm originally from NJ... what's your [REDACTED] point?! lol"

Feb 01, 2010 at 11:41:44 AM PST  
<http://www.dailykos.com/items/30872/30404888>



"oh...and I can kill stuff without going to jail. There are some days when this is more

necessary than others"  
Dec 17, 2008 at 12:20:18 PM PST  
<http://www.dailykos.com/items/30872/30404888>

We need a Senator who lives in **OUR** world, not Colleen's World.

Vote **NO** on Colleen Lachowicz.  
[www.ColleensWorld.com](http://www.ColleensWorld.com)



# City Council candidate under fire for controversial Facebook post

By: Matthew McClellan

Updated: Jul 12, 2016 05:45 PM EDT



RICHMOND, Va. (WRIC) - A candidate for Richmond city council came under fire for a Facebook post that some believe glorifies violence and disrespects women.

# Democratic Councilman Forced To Resign After Furor Over His Furry Fetish

*New Milford, Connecticut's Scott Chamberlain is better known as "Gray Muzzle"*

By EMILY ZANOTTI

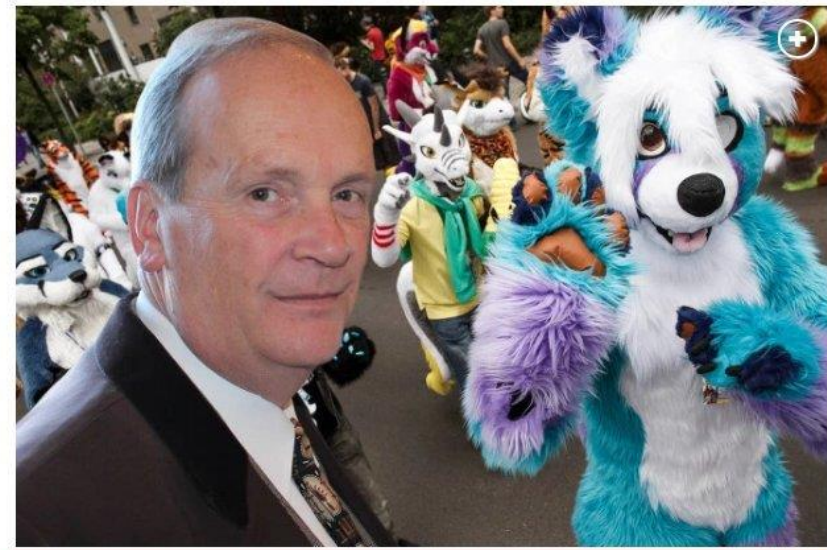
September 8,

A New Milford, Connecticut councilman, Democrat Scott Chamberlain, has been forced to resign his post after constituents discovered that Chamberlain likes to dress up and participate in the "Furry" subculture.

# Councilman resigning after secret 'furry' life revealed

By Joshua Rhett Miller

September 8, 2017 | 3:00pm | Updated



Composite; Facebook; Getty Images



Rick Agee  
22 hrs

Know your candidate The real Scott Chamberlain



A Connecticut councilman is resigning after his profile on a website catering to "furries" appeared on social media — but the outgoing first-term Democrat insists his animal costume fetish has "nothing to do with sex."



Coopertom and Gray Muzzle  
by Gray Muzzle



# Personal Conduct

- ▣ No vulgar or abusive language, personal attacks, offensive terms targeting individuals or groups

## Franklin councilman resigns amid fallout over 's---hole countries' Facebook post

Holly V. Hays and Vic Ryckaert, IndyStar Published 8:13 p.m. ET Jan. 18, 2018 | Updated 12:55 p.m. ET Jan. 19, 2018



## Plano City Council Member Under Fire After Controversial Social Media Post About Islam

Posted on February 14, 2018



PLANO (WBAP/KLIF News) – A Plano city council member is under fire after posting a controversial video to his Facebook page.

Councilman Tom Harrison shared a video that said "Share If You Think Trump Should Ban Islam in American Schools."

The video has pictures of school children praying and in classrooms.

Plano Mayor Harry Larosiliere will hold a press conference Wednesday at 2 p.m. to address the post.

## UPDATE: Latino Civic Alliance asks Kennewick City Councilman to step down



### Rockland legislator uses social media to harass, restrict debate on ...

The Journal News | LoHud.com - May 8, 2018

Rockland legislator uses social media to harass, restrict debate on ... The Rockland County Board of Ethics should censure Legislator Wieder.

## San Antonio-area councilman censured for sharing 'offensive' Hurricane Harvey meme

By Jeff B. Flinn, Staff writer Updated 1:37 pm, Tuesday, September 19, 2017



**LaWana Mayfield**

@lawanamayfield

18 May 2018



Being Black in America under #45 has created homegrown terrorist wearing blue uniforms. #AReckoningIsComing



### CALLS FOR COUNCILWOMAN TO RESIGN INTENSIFY

HEADLINES

## Halifax councillor Matt Whitman likes, then unlikes, tweet advocating violence against journalists



By Alexander Quon

Online Producer/Reporter Global News

Comments 3 Facebook 178 Twitter Email Print ...



RE-ELECT  
**ROBIN THOMPSON**  
TO SCHERTZ CITY COUNCIL, PL. 5

Robin Thompson For Schertz Like This Page · September 19 · 18  
A man of integrity and compassion who represents you with experience and reliability on the #SchertzCityCouncil with one goal in mind: So you will continue to be thankful that you choose to live and raise your family here in Schertz!  
Re-elected #RobinThompson to Schertz City Council. Place 5.  
Like Comment Share  
111 · Chronological ·  
17 Shows 10 Comments  
View 10 more comments  
Marcus Mendive You good with the job  
Like Reply · September 19 at 11:15 am  
Robin Thompson For Schertz Thanks Marcus! I appreciate your support  
Like Reply · September 19 at 11:15 am  
Sharon Cook You have my families full support  
Like Reply · September 19 at 1:52 pm  
Robin Thompson For Schertz Thanks Sharon - your support and encouragement is appreciated!  
Like Reply · September 19 at 1:52 pm  
Patricia Frasier I have read all the dialogue above Robin - I wish I could sit so closely with each depth I believe in you, have seen how dedicated you are to the community and real certainty need to see you remain on the council! You have my vote  
Like Reply · September 19 at 5:16 am  
Robin Thompson For Schertz Your words are a blessing and of tremendous value to me and my family. Thank you for your understanding and support if another measure is approved at the time I hope to meet you in person soon.  
Like Reply · September 19 at 5:16 am  
Willy a comment

### Hundreds Pack into Montville Twp Committee Mtg Over Witty's Facebook Post

By MELISSA BENNO  
April 27, 2018 at 9:45 PM

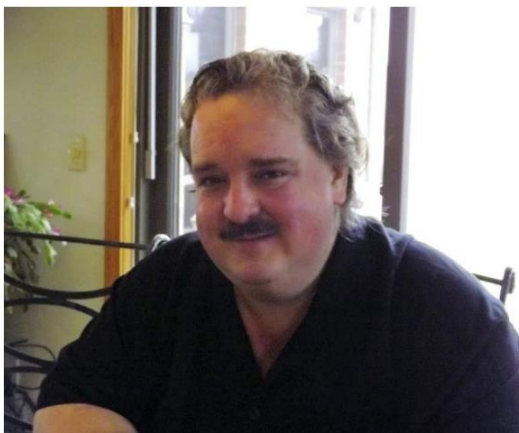


JUNE WITTY  
COMMITTEEWOMAN

## McCandless Councilman censured for tirade, berating residents on social media



TONY LARUSSA | Tuesday, Feb. 27, 2018, 4:28 p.m.



### Missouri state Sen. Chappelle-Nadal censured over social media post ...

fox4kc.com - Sep 13, 2017

Chappelle-Nadal censured over social media post on Pres. ... Instead, the Republican-dominated state Senate voted to publicly censure her.

Chappelle-Nadal censured over social media post on Trump

KSDK - Sep 13, 2017



### Controversial St Helens councillor deactivates Twitter account

St Helens Reporter - May 18, 2018

A councillor, who has been censured for a series of incendiary tweets, has deactivated his social media account, just days after being ...

# Endorsements

- ▣ No endorsements of commercial products, services, political parties, candidates or groups while representing the Village (in uniform, where identified with the Village, or using Village resources).

