

**GRAND FORKS COUNTY
POLICY MANUAL**

POLICY NO. 105-19

Eff. 2/21/12

SOCIAL MEDIA USE

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The Grand Forks County Commission acknowledges and respects the free speech rights of Grand Forks County employees. Those rights, however, are not absolute when those employees are acting in the course of their employment, during working hours, or both. Employees must use great care in communications made on social media, particularly communications that reflect on both the employee and other Grand Forks County employees. Employees are required to maintain principles of discipline, respect and professionalism in those communications. Any communications that do not comply with those principles will be considered a violation of Grand Forks County policy.

The personal use of social media on equipment that is solely the property of Grand Forks County is prohibited.