

	<b>Abbotsford Police Department</b> <b>Policy</b>	
	<b>Administration</b>	<b>Conduct</b>
	<b>I.C.160</b>	<b>Overt Use of Social Media</b>

## **POLICY**

### **ABBYPD SOCIAL MEDIA ACCOUNTS**

- (1) Authorized Users may post to AbbyPD Social Media Accounts for non-investigative purposes.
- (2) AbbyPD Social Media Accounts are the property of AbbyPD.
- (3) When using AbbyPD Social Media Accounts, AbbyPD employees will act professionally in compliance with all AbbyPD policies and relevant legislation. Police officers will conduct themselves in a manner consistent with the British Columbia Police Code of Ethics and in compliance with their obligations under the *Police Act*.
- (4) Employees will not disclose any information that is confidential or proprietary to the AbbyPD, its law enforcement partners, or any third party who has disclosed information to AbbyPD without permission of the applicable party or as otherwise permitted by law or AbbyPD policy.
- (5) Authorized Users are responsible for the information they post to AbbyPD Social Media Accounts and for monitoring activity on their AbbyPD-Badged Individual Social Media Account.

### **PERSONAL USE OF SOCIAL MEDIA BY ABBYPD PERSONNEL**

- (6) AbbyPD employees are free to express themselves as private citizens on personal Social Media sites as long as their association with AbbyPD is not apparent on their Social Media accounts.
- (7) AbbyPD Employees owe a duty of fidelity to the AbbyPD and their actions must be guided by this duty at all relevant times. Personal use of Social Media Accounts

must not interfere with an employee's work or negatively impact the reputation or operations of AbbyPD.

- (8) AbbyPD employees, who disclose their association with AbbyPD on personal Social Media accounts or where their association with AbbyPD is otherwise apparent, must act professionally and in compliance with all AbbyPD policies and relevant legislation. Without limiting the generality of the foregoing, Speech that calls into question the employee's integrity, judgment, loyalty or conduct may, by extension, reflect negatively on AbbyPD and adversely affect the reputation and operations of AbbyPD. Such Speech includes, without limitation, Speech that is vulgar, offensive, hate-based or discriminatory, or Speech that constitutes harassment, gossip or disparaging comments about other employees or management, or Speech which supports or encourages a violation of the law.
- (9) Police officers will conduct themselves in a manner consistent with the British Columbia Police Code of Ethics and in compliance with their obligations under the *Police Act*.
- (10) AbbyPD personnel are prohibited from disclosing material on personal Social Media accounts which they are required, through legislation, AbbyPD policy, non-disclosure agreements or other obligations, to keep confidential.
- (11) The AbbyPD reserves the right to request the removal of any photograph or representation of AbbyPD (including crest or logo) that AbbyPD deems inappropriate.

*Paragraphs (1) through (11) constitute policy approved by the Police Board on November 22, 2023.*