



BOISE COUNTY

RESOLUTION #2026-15

A BOISE COUNTY RESOLUTION ADOPTING THE BOISE COUNTY EMPLOYEE SOCIAL MEDIA POLICY

WHEREAS, the Board of Boise County Commissioners has developed a Boise County Employee Social Media Policy; and

WHEREAS, a diligent review and discussion of an amended policy, has been held by the Boise County Board of Commissioners, during regularly scheduled meetings and Elected Officials/Department Head meetings; and

NOW THEREFORE BE IT RESOLVED that the Board of Boise County Commissioners does hereby RESCIND Boise County Resolution 2021-26 (Social Media Policy); and

IT IS FURTHER RESOLVED, that the Boise County Board of Commissioners does hereby approve and adopt Resolution 2026-15 known as the Employee Social Media Policy, to be effective as of March 3rd, 2026.

APPROVED and ADOPTED in Open Session this 3rd day of March, 2026.

BOISE COUNTY BOARD OF COMMISSIONERS



CLAY S. TUCKER, Chairman



LINDY LINDSTROM, Commissioner



BOB CALLAHAN, Commissioner



ATTEST:



MARY T. PRISCO, Clerk to the Board

Employee Social Media Policy

I. INTRODUCTION

A. This policy provides guidelines for employees' personal use of social media both at work, and off-duty. This policy is not intended to prohibit any employee's personal expression in general or through social media activity in particular; however, because such activity has an adversely effect on the efficiency and effectiveness of Boise County operation, as well as undermine public trust and confidence, a certain amount of regulation is necessary and appropriate.

B. DEFINITIONS

1. All Employees of Boise County should remain mindful that, as public servants, they are generally held to higher standards than the general public with regard to their on-duty and off-duty conduct, professionalism, and ethics. For purposes of this policy, the term "social media" is defined as the online technologies through which employees and other individuals engage in "social media activity" as defined below. In most cases, the term refers to internet-based websites such as internet forums, blogs, online profiles, wikis, podcasts, pictures, video, email, instant messaging, music sharing, voice over IP, as well as social websites or online communities for business and personal use, such as Facebook, LinkedIn, Yelp, YouTube, Google+, Flickr, Pinterest, Path, Picasa, Twitter, message Boards and chat rooms, among others.

2. For purposes of this policy, the term, "social media activity" is defined as the act of sharing information or otherwise communicating through social media, including, but not limited to, the posting, uploading, reviewing, downloading, and/or forwarding of text, audio recordings, video recordings, photographs/images, symbols, or hyperlinks.

II. PERSONAL USE OF SOCIAL MEDIA BY EMPLOYEES

A. Employees may access social media while at work within the parameters of Boise County's policies. They must limit use to personal time, such as breaks, lunch periods and when off-duty. It must not interfere with, or be disruptive to, Boise County business or the employee's job duties.

B. If an employee speaks about job-related content on personal social media, or makes reference to Boise County, people may perceive that the

employee is acting on behalf of Boise County. When making such statements, the employee must clearly state that the statements are the employee's personal views and are not the views of Boise County. An example of such disclaimer is "The views, opinions, ideas and information expressed are my own and do not reflect the views of my employer and are not in any way attributable to Boise County."

- C. Participation in social media, whether through Boise County or non-Boise County internet resources, and whether made while on or off duty, must not violate the privacy rights of other Boise County employees, customers, citizens or business partners.
- D. When participating in social media, employees must not violate any Boise County policy.
- E. Employees may be disciplined, up to and including termination, for engaging in inappropriate social media activity while either at work or away from work that impacts the work of Boise County, the employee or any other Boise County employee. Examples of inappropriate social media activity includes, but is not limited to, any of the following:
 - 1. Promoting or taking part in activities which violate federal, state or local law;
 - 2. Making false or misleading statements about any Boise County employee, Boise County, Boise County customer, business partner, vendor or supplier;
 - 3. Making disparaging remarks toward or about any Boise County employee, Boise County, Boise County customer, business partner, vendor or supplier that are based on race, color, religion, sex, age, national origin, citizenship, physical or mental disability, genetic information, veteran status, sexual orientation, gender identity/expression or any other characteristic protected by law;
 - 4. Using social media to bully, threaten harm, harass, discriminate or retaliate against any Boise County employee, Boise County customer, business partner, vendor or supplier;
 - 5. Posting content or making comments that purport to express the opinions of Boise County.

- F. Nothing in this policy grants an individual right to, or may be construed to provide, an expectation of privacy, including while engaged in personal social media:
1. Persons who use social media should be mindful that once content is placed online, it is no longer under their control and content shared through private social media does not always stay private.
 2. Employees have no expectation of privacy while using Boise County digital equipment or facilities for any purpose, including the use of email or other electronic communications of any kind, to download, transmit, post, comment or store information.
 3. Regardless of password use and privacy settings, and without notice to the employee, Boise County may retrieve, review, monitor or log internet usage and content found on Boise County systems and digital equipment.
- G. Employees are free to express themselves as private citizens on social media sites about matters of public concern as long as their speech does not impair working relationships within Boise County, impede the performance of duties, impair harmony among co-employees or negatively affect the public perception of Boise County.
- H. Employees are cautioned that speech on-duty or off-duty, made pursuant to their official duties, is not protected speech under the First Amendment and may form the basis for discipline if deemed harmful to Boise County. Nothing in this policy is intended to or will be applied in a manner that violates any employee's constitutional rights, including rights to freedom of speech, expression, and association, or federal or state rights to engage in any statutorily-protected activity.