

# **Town of Brookfield Social Media Policy**

**Last revised 11/25/2025**

## **I. INTRODUCTION**

The Town of Brookfield permits departments and committees to utilize social media sites to further enhance communications with its residents and various stakeholders in support of the Town of Brookfield's goals and objectives. The Town of Brookfield's officials and the Town of Brookfield's departments have the ability to publish articles, facilitate discussions and communicate information through such media to conduct official Town of Brookfield business.

Social media sites facilitate further discussion of the Town of Brookfield's government business, operations and services by providing members of the public the opportunity to participate in many ways using the Internet.

This policy sets forth general guidelines that must be adhered to with respect to utilization of social media sites for official Town of Brookfield purposes. Questions regarding this Policy should be directed to designated social media representative of the Communications Committee. These guidelines may be supplemented by more specific administrative procedures and rules as may be issued. Furthermore, this Policy may be amended from time to time, and is meant to be read in conjunction with all other applicable policies and procedures of the Town of Brookfield.

## **II. DEFINITIONS**

1. "Social media sites" refer to websites that facilitate user participation, networking, and collaboration through the submission of user-generated content. Social media in general, includes tools such as blogs, wikis, microblogging sites, social networking sites, bookmarking sites, and video sharing sites.
2. A "social media identity" is a specific user identity or account that has been registered on a third party social media site.
3. A "blog" (an abridgement of the term web log) is a website with regular entries of commentary, descriptions of events, or other material such as graphics or video.
4. A "moderator" is an authorized Town of Brookfield official (appointed or elected) or employee, who reviews, authorizes and allows content submitted by the Town of Brookfield officials, employees and public commentators to be posted to a Town of Brookfield social media site or sites.

## **III. POLICY**

1. All Town of Brookfield social media sites shall be:

- a) approved by the Town of Brookfield Communications Committee; and
- b) published using social media platforms and tools approved by the Information Technology Department ("IT").

2. The official posting for the Town of Brookfield and approved social media accounts will be done by a designee for each departments and public bodies.

3. Departments have the option of allowing employees to participate in existing social media sites as part of their job duties, or allowing employees to create social media sites as part of their job duties. Department Heads and Public Body Chairs have discretion when designating employees to participate in social media activities in an official capacity.

4. All Town of Brookfield social media sites shall adhere to applicable state, federal and local laws, regulations and policies, including the Public Records Law, Public Records retention schedules, Open Meeting Law, Copyright Law and other applicable Town of Brookfield policies.

5. Public Records Law and e-discovery laws and policies apply to social media content. Accordingly, such content must be able to be managed, stored and retrieved to comply with these laws. Furthermore, once such content is posted on a social media site, it should stay posted, unless it is removed for one of the reasons set forth below.

- a) Public Records Requests should be submitted via the Town Clerk and not social media.
- b) In the event of a public record request coming via social media, it shall be forwarded to the Town Clerk for fulfillment.
- c) All Public Records Requests containing social media posts will be handled by the Town Clerk in conjunction with the Communications Committee or designee.

6. Each Town of Brookfield social media site shall include an introductory statement which clearly specifies the purpose and topical scope of the blog and social media/network site. Where possible, social media sites should link back to the official Town of Brookfield Internet site for forms, documents and other information.

7. All official Town of Brookfield social media sites shall clearly indicate they are maintained by the Town of Brookfield and shall have the Town of Brookfield contact information prominently displayed.

8. The Town of Brookfield reserves the right to restrict or remove any content that is deemed in violation of this policy or any applicable law.

9. Town of Brookfield social media content and comments containing any of the following forms of content shall not be allowed for posting:

- a) Comments or content not topically related to the particular site or blog article being commented upon;
- b) Profane, obscene, or vulgar language or content;
- c) Comments or content that promotes, fosters or perpetuates discrimination on the basis

- of race, color, gender, gender identity, national origin, religion, ancestry, age, sexual orientation, disability, maternity leave, genetic information, or active military status;
- d) Comments or content that is threatening or harassing;
  - e) Sexual comments, content, or links to sexual content;
  - f) Conduct or encouragement of illegal activity;
  - g) Information that may tend to compromise the safety or security of the public or public systems;
  - h) Content that violates a legal ownership interest of any other party;
  - i) Protected health information;
  - j) Personnel information; or
  - k) Other information that is not public record or is otherwise privileged from public disclosure.

10. Where appropriate, Town of Brookfield IT security and/or computer use policies shall apply to all social media sites and articles.

11. Officials (elected or appointed) and employees representing the Town of Brookfield via social media sites must conduct themselves at all times as a representative of the Town of Brookfield and in accordance with all applicable rules, regulations, and policies (including personnel policies) of the Town of Brookfield. See Section IV, Employee Guidelines for Use of Social Media Sites.

12. No Town of Brookfield or department social media site can endorse or otherwise cite (either with approval or disapproval) vendors, suppliers, clients, citizens, co-workers or other stakeholders.

13. Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment.

14. Public comments on the official Town of Brookfield social media pages will be disabled where possible. A moderator will make the determination on allowing public comments on social media pages officially associated with the Town of Brookfield.

#### **IV. EMPLOYEE GUIDELINES FOR USE OF SOCIAL MEDIA SITES**

1. Electronic Communications and Computer Usage Policy. All employees are responsible for understanding and following the Town of Brookfield's Electronic Communications and Computer Usage Policy, in addition to this Policy.

2. First Amendment Protected Speech. Although the Town of Brookfield can moderate the social media sites that accept comments from the public (such as blogs and wikis) to restrict speech that is obscene, threatening, discriminatory, harassing, or off topic, employees cannot use the moderation function to restrict speech with which the Town of Brookfield merely disagrees (i.e. subject matter restrictions). Users have some First Amendment rights in posting content to public social media sites hosted by municipalities. Moderators must respect those rights by

posting all comments other than those excluded for specific legitimate reasons, as referenced above.

3. Copyright Law. Employees must abide by laws governing copyright and fair use of copyrighted material owned by others. Never reprint whole articles or publications without first receiving written permission from the publication owner. Never quote an excerpt of someone else's work without acknowledging the source, and, if possible, provide a link to the original.

4. Conflict of Interest. Employees are prohibited from using social media to engage in any activity that constitutes a conflict of interest for the Town or any of its employees, as defined by G.L. c. 268A.

5. Protect Confidential Information. Never post legally protected personal information that you have obtained from the Town of Brookfield (e.g., information that is not public record under the Public Records Law, G.L. c.66, §10 and G.L. c. 4, §7(26), or whose dissemination is restricted under applicable Federal or State privacy laws or regulations). Ask permission to publish or report on conversations that occur within the Town of Brookfield. Never post information about policies or plans that have not been finalized by the Town of Brookfield, unless you have received explicit permission from your supervisor to post draft policies or plans on the department's social media sites for public comment.

6. Consider Your Content. As informal as social media sites are meant to be, if they are on a government domain or a government identity, they are official government communications. Social media sites will be sought out by mainstream media – so a great deal of thought needs to go into how you will use the social media in a way that benefits both the Town of Brookfield and the public. Employees should not comment about rumors, political disputes, or personnel issues, for example.

7. Handling Negative Comments. Because the purpose of many social media sites, particularly department blogs and wikis, is to get feedback from the public, you should expect that some of the feedback you receive will be negative. Some effective ways to respond to negative comments include:

- a) Providing accurate information in the spirit of being helpful;
- b) Respectfully disagreeing; and
- c) Acknowledging that it is possible to hold different points of view.

8. Respect Your Audience and Your Coworkers. Do not use ethnic slurs, personal insults, obscenity, or engage in any conduct that would not be acceptable in your department's workplace. Do not be afraid to be yourself, but do so respectfully. This includes not only the obvious (no ethnic slurs, personal insults, obscenity, threats of violence, etc.) but also proper consideration of privacy and of topics that may be considered objectionable or inflammatory—such as party politics and religion. Do not use your department's social media presence to communicate among fellow Town of Brookfield employees. Do not air your

differences with your fellow Town of Brookfield employees on your department's or your committee's social media sites.

9. Use the Social Media Site or Identity Only to Contribute to your Department's Mission.

When you contribute to your department's social media site or identity, provide worthwhile information and perspective that contribute to your department's mission of serving the public. What you publish will reflect on the Town of Brookfield. Social media sites and identities should be used in a way that contributes to the Town of Brookfield's mission by:

- a) Helping you and your co-workers perform their jobs better;
- b) Informing citizens about government services and how to access them;
- c) Making the operations of your department transparent and accessible to the public;
- d) Creating a forum for the receipt of candid comments from residents about how government can be improved; and
- e) Encouraging civic engagement.

10. Mistakes. The Town of Brookfield policy is that once something is posted, it should stay posted. Only spelling errors or grammar fixes should be made without making the change evident to users. If you choose to modify an earlier post, make it clear that you have done so—do not remove or delete the incorrect content; provide the correct information and apologize for the error. Ways to accomplish this include:

- a) Strike through the error and correct; or
- b) Create a new post with the correct information, and link to it from the post you need to correct or clarify.

Either method is acceptable. In order for the social media identity or site to achieve transparency, the Town of Brookfield cannot change content that has already been published without making the changes clearly evident to users.

11. Media Inquiries. Town of Brookfield or department and committee social media identities or sites may lead to increased inquiries from the media. If you are contacted directly by a reporter, you should refer media questions to Town Administrator.

12. Personal Comments. Make it clear when you are speaking for yourself as a resident or stakeholder, and not on behalf of the Town of Brookfield. If you publish content on any website of the Town of Brookfield and it has something to do with the work you do or subjects associated with the Town of Brookfield, use a disclaimer such as this: "The postings on this site are my own and don't necessarily represent the Town of Brookfield's positions or opinions." Refrain from using official Town of Brookfield pages to express personal opinions.

13. Employee or Official Profile. If you identify yourself as a Town of Brookfield employee or official, ensure your profile and related content is consistent with how you wish to present yourself to colleagues, residents and other stakeholders.

14. Defamation. Be aware that employees acting in their individual capacity (not on behalf of

the Town of Brookfield) are not immune from defamation claims. Under Massachusetts law, defamation is established by showing that the defendant published a false, non-privileged statement about the plaintiff to a third party that either caused the plaintiff economic loss or was of the type that is actionable without proof of economic loss. Some statements, like imputation of a crime, are defamatory per se. Avoid statements that may be interpreted as defamatory.

15. Records Retention. Social media sites will contain communications sent to or received by Town of Brookfield officials and employees, and are therefore Public Records. Ensure that the Town of Brookfield or department retains a copy of the social media content in accordance with Public Records Retention Schedules. Review the third party social media service provider's terms of service for its record retention practices. Note that while third party social media providers will most likely save your content for some period of time, they generally will not save it indefinitely.

To the extent their policies are inconsistent with Public Records Retention Schedules, the Town of Brookfield or department should retain copies of social media posts such as by printing or otherwise storing periodic "snapshots" of the social media sites.

16. Open Meeting Law. Be aware of the Open Meeting Law and possible violations for improper deliberations outside of a posted meeting. A series of individual postings on a social media site cumulatively may convey the position of a quorum of a governmental body regarding a subject within its jurisdiction, and may constitute improper deliberation among the members of a board or committee. This also applies to the use of group messaging within a social media app.