



JOHN CREUZOT
CRIMINAL DISTRICT ATTORNEY
DALLAS COUNTY, TEXAS

SOCIAL MEDIA POLICY

This policy is intended to address the responsible uses of social media platforms by employees of the District Attorney's Office. Particularly, the goal is to provide guidelines by which Prosecutors, and other personnel in our department, maneuver in the universe of social media taking into account the unique concerns and limitations placed upon our collective and unique position of public trust. Nothing herein is intended to prohibit or infringe upon any communication, speech or expression that is protected under applicable law.

The Office of the Criminal District Attorney of Dallas County shall maintain an official social media presence consistent with its objectives of sharing and disseminating information of general public interest, safety and community concern. No employee of the District Attorney's Office other than its designated media representative shall create, manage, cause to be created, or contribute to a social media presence that purports to represent the District Attorney's Office.

Employees are reminded that their responsibilities to the District Attorney's Office do not end at the close of the workday. At all times, employees are representative of this office and their actions should be consistent with exercising good judgment and upholding the ideals set out in our mission statement.

Employees shall be mindful that the primary purpose of the District Attorney's Office is to review, investigate and prosecute matters that we believe violate Texas law. We are committed to doing so fairly, justly and without regard to outside influences or matters not germane to the cases before us. We are duty bound at all times to promote, uphold, represent and defend the highest ideal of ethical and professional conduct. These duties and responsibilities extend to and include our actions, posts and behaviors on all social media platforms.

Employees are reminded that the nature of our work predominantly involves prosecuting cases filed by local law enforcement agencies. Personnel employed by these agencies, mainly law enforcement officers, are called upon daily to respond to disturbances in our community. These encounters involving law enforcement personnel are sometimes, justly or unjustly, the subject of social media posts. The same holds true for our many other community partners. Employees of the District Attorney's Office should refrain from initiating such posts, or commenting thereon, either directly or indirectly, in agreement or in disagreement, so as not to give even the appearance of impropriety, bias or partiality in performing their job duties. Likewise, employees should refrain from posting or commenting on the acts or actions of the Dallas County judiciary, or any appellate tribunal or judge having jurisdiction over matters handled in the Dallas County District Attorney's Office. At no point shall an employee of the District Attorney's Office, other than designated media personnel, purport, represent, or by their actions imply to speak on behalf of the District Attorney or the District Attorney's Office on any social media platform.



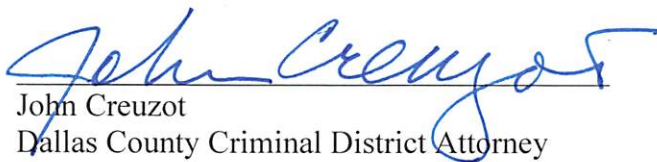
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No employee of the District Attorney's Office shall post, share or comment on social media about matters pending in the District Attorney's Office, or which could come before the District Attorney's Office for consideration, review or prosecution. No employee shall post or comment about any information or knowledge acquired during the course and scope of their employment in the District Attorney's Office. This includes direct comments affirming or disavowing posted matters, as well as indirect or passive comments such as sharing, reposting, "likes", "dislikes", "sad faces", "angry faces", and the like.

Employees should always be considerate of their peers, fellow staff and the community partners with whom we work. In this regard, employees should refrain from posting, publishing or otherwise divulging in public forums personal information about these individuals that could compromise their personal safety. Such information might include, but is not limited to personal home addresses, family ties, personal photos without express permission, locations where a person might be found after work hours, and the like.

Finally, the District Attorney's Office does not tolerate nor condone discriminatory or hateful posts premised upon race, color, national origin, religion, gender, sexual orientation or the like. Employees shall not post, comment upon or endorse by their actions discriminatory content on social media platforms. This includes the passive or implied endorsement by engaging or participating in social media groups that promote prohibited discrimination.

If ever you are in doubt about the appropriateness of posting anything on social media that might contravene this policy, please confer with your Division Chief before posting.


John Creuzot
Dallas County Criminal District Attorney

7.21.2020
Date