

Wood County Board of Developmental Disabilities

POLICY

Policy # 01-ALL-ALL-0221 **Subject:** Communications, including Social Media
Effective Date: 10-19-2020 **Last Revision:**
Person Responsible: Superintendent
Approvals/Date: Brent Coban 10/21/2020 [Signature] 10/19/2020
Superintendent, WCBDD Date Board President, WCBDD Date

The Wood County Board of Developmental Disabilities supports its employees in their expression of public concern(s). Public employees' free speech is not protected for matters that do not reach the threshold of public concern. This includes speech not only in public or private settings, but also on social media. This applies to Public Employees both while on-duty and off-duty. Reported concerns may be investigated, and discipline for speech that negatively affects the workplace or reflects poorly on the Board operation or Wood County may result, even if the speech is a matter of public concern.

Constitutional Law, Ohio Administrative Code, and any applicable authority will preside over this policy.

References: First Amendment
O.A.C. §123:1-46-02
O.R.C. §124.34
O.R.C. §124.57

Procedures: 02-ALL-ALL-0871 (CP)

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