

Employee Speech and Expression

930.1 PURPOSE AND SCOPE

This policy is intended to address issues and to provide guidelines for the regulation and balancing of employee speech and expression with the needs of the Department.

Nothing in this policy is intended to prohibit or infringe upon any communication, speech or expression that is protected or privileged under law. This includes speech and expression protected under state or federal constitutions as well as labor or other applicable laws. For example, this policy does not limit an employee from speaking as a private citizen, including acting as an authorized member of a recognized bargaining unit or officer associations, about matters of public concern, such as misconduct or corruption.

Employees are encouraged to consult with their supervisor regarding any questions arising from the application or potential application of this policy.

930.1.1 APPLICABILITY

This policy applies to all Department employees.

930.2 POLICY

Probation Department employees shall obtain permission from the Division Chief/POSM prior to making any public statement in any medium that would cause a person to reasonably believe the statement was an official position, or reflect the policy of the County of San Diego or the County of San Diego Probation Department. Any public statement made by a Probation Department employee while in uniform will be considered one that falls within the requirements of this policy.

930.3 ADDITIONAL INFORMATION

Employees are referred to County Policy 117 (Social Networking) for information regarding the proper use and responsibilities for employees posting, making publication to or communicating on social media or social network sites.