



## FIRE DEPARTMENT • CITY OF NEW YORK

Supplement No. 96 to Department Order No. 113

October 17, 2024

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2.1.1

### SOCIAL MEDIA POLICY

#### STATEMENT CONCERNING THE USE OF SOCIAL MEDIA BY MEMBERS OF THE DEPARTMENT

The Department values the rights of its members to engage in self-expression and recognizes that part of such self-expression may entail a social media presence. However, the Department also recognizes that improper use of social media can undermine the public's confidence in the integrity of Department employees and may impact our ability to effectively deliver life-saving services. Additionally, improper use of social media can cause hostility among members, resulting in a hostile work environment.

The Department reminds all members that they are accountable for their conduct, including messaging they disseminate through social media while on-duty. Members are also responsible for their off-duty conduct when it could reasonably be expected to become disruptive in the workplace or to Department operations, or may bring the Department into disrepute.

For Department-related social media, members are reminded that the Department's Office of Public Information ("OPI") is responsible for the operation of all existing Department social media sites. OPI is responsible for disseminating official content on the Department's official social media sites and ensuring such content comports with the New York City Social Media Policy and the Department's Social Media Policy. Members are prohibited from creating or maintaining purportedly Department-related social media, such as sites dedicated to individual companies, EMS stations, civilian bureaus, or affiliated organizations, without express authorization by the Fire Commissioner and OPI.

For personal use of social media, members are reminded that even while off-duty, they remain subject to all applicable Department and City policies. Members are urged to avoid sharing or creating social media content that may be perceived as harassing, discriminatory, or may bring the Department into disrepute. Additionally, all members must take great care to avoid revealing Department affiliations of other individuals without their express consent and are prohibited from posting photographs of themselves in uniform, unless the uniform was worn during an event for which a uniform was required.

Additional prohibitions are listed in the Department's Social Media Policy, which can be found on the Department's Intranet in [PA/ID 8, Chapter 7](#), dated April 28, 2022. Every member is responsible for being fully familiar with the Department's Social Media Policy. Members who violate this Policy are subject to discipline, up to and including termination.

By Order of: **Robert S. Tucker**, *Fire Commissioner*  
**John M. Esposito**, *Chief of Department*