**Social Media Guidelines for Election Judges**

**Engaging in political speech and activities:**

Election judges have the same rights as all private citizens to engage in political activities and speak freely about political matters in their personal capacities.

BUT

State law and the City’s ethics code prohibit employees from using a position of authority – your election judge position – to engage in or cause others to engage in political activities. This means that you must not use your election judge position to attempt to influence the election*.*

What does this mean for your social media postings?

* Please consider keeping your role as an election judge entirely separate from your personal and other professional roles – e.g., not identifying yourself as an election judge on social media.

* If you do identify yourself as an election judge on social media, you must:

1. Post a clear disclaimer similar to the following: “This is not an official City election communication. Any opinions presented here are my own and do not represent the opinions of the City of Minneapolis.” and
2. You may not post anything that attempts to influence the results of the election or that would create an actual or reasonably foreseeable disruption to the City’s ability to conduct the election.

Examples:

“Tomorrow is election day. Don’t forget to vote!” would not violate this policy.

“I will be serving as an election judge tomorrow. Please come out and vote for candidate [name]!” would violate this policy.

**While you are serving on election day:**

You may not post on any social media while you are on duty as an election judge. (This is an exception to the rules about acceptable phone use.)

To avoid the appearance of impropriety, please consider refraining from all election-related social media posting (even on breaks/lunch periods) until the polls close.

**Confidentiality of information:**

You may not post or share at any time private information (information that would not be available to the general public) that you learn from your role as an election judge.