



ERFC Social Media Policy

Last updated: 6/01/2023

Please be aware that when engaging with The Educational Employees' Supplementary Retirement System of Fairfax County ("ERFC") over social media, you are agreeing to the following:

ERFC Official Social Media Channels

The following are ERFC's official social media accounts:

- Facebook: www.facebook.com/erfcfcps
- Twitter: twitter.com/ERFC_FCPS

Terms and Conditions

ERFC's social media pages are located within platforms such as Facebook and Twitter that have their own terms of service, privacy policies, and other rules to which users are subject to when visiting those pages. ERFC employees should treat ERFC Official social media accounts ("Accounts") and communications like a professional workplace. The same standards expected in ERFC professional settings are expected whenever engaging with the Accounts. ERFC employees should exercise caution, sound judgment, and common sense when interacting in any way with the Accounts. Employee communications and/or actions related to the Accounts should be in compliance with existing ERFC policies and applicable laws, including but not limited to, prohibitions on the disclosure of confidential information and prohibitions on the use of harassing, obscene, discriminatory, defamatory or threatening language.

User-Generated Content

ERFC monitors its Accounts and social media pages but is not responsible for content generated by users on those platforms. Comments and other content posted, shared, or re-shared on those platforms may be subject to public disclosure.

Comment Policy

ERFC encourages publicist employees to comment on its social media pages and welcomes all viewpoints. Comments should remain relevant to the topic at hand and participants must treat each other with respect (i.e., do not engage anyone in a negative manner). Employees must not engage in the following:

- like/share/comment on/re-post content that contains inaccurate/disparaging information about ERFC;
- like/share/comment on/re-post content that contains inaccurate/disparaging or otherwise negative information about ERFC;
- share ERFC confidential information;
- like/share/comment on/re-post content that is obscene, libelous, hateful, illegal, in violation of a third party's rights, or are otherwise harmful;



- share inaccurate information (i.e., any statements or content shared should accurately reflect and employee's honest thoughts);

ERFC reviews the comments posted to the Accounts on a regular basis and reserves the right to delete comments and/or activities that violate this Policy and/or contain the following:

- Profane and/or vulgar content;
- Sexually suggestive or harassing content;
- Obscene content;
- Nudity in a participant's profile picture or otherwise;
- Threats of physical or bodily harm;
- Defamatory statements;
- Disparaging language or hate speech targeting an individual's race, color, religious creed, ancestry, age, gender, sexual orientation, gender identity or expression, national origin, AIDS or HIV status, or disability;
- Commercial content promoting or soliciting services or products;
- Content promoting political organizations;
- Name-calling and/or personal attacks;
- Spam, including but not limited to the same comment posted repeatedly;
- Personally identifying, sensitive, confidential, and/or private information;
- Language or content suggesting or encouraging illegal activity;
- Information that could reasonably compromise public safety; and
- Other content ERFC deems inappropriate in its sole discretion.

In addition to removing comments, ERFC reserves the right to block users and/or may report any user to the respective social media channel for violations of any of its terms and policies.

Communications posted on our Accounts or social media pages will not be construed as satisfying requirements for legal notice or service, shall not be considered official public comment, and shall not be construed as an official request for records pursuant to the Right-to-Know Law. Additionally, information and communications on our social media pages are not intended to provide any individual with benefits, insurance, retirement, or investment advice, and ERFC does not guarantee its applicability or accuracy regarding individual circumstances. ERFC also disclaims any liability for loss or damages resulting from reliance on information provided by any other individual.

ERFC's social media is not considered an official channel to ERFC. While ERFC may at times respond to queries and comments on social media, staffing for that purpose is not available 24/7. Instructions about how to contact ERFC are available on the ERFC website: www.fcspension.org.



Required Disclosure

ERFC employees are welcome to post about ERFC on their personal social media accounts, including by reposting content previously published by ERFC. Such posts must adhere to the guidelines set forth herein. In connection with each such post, employees must clearly and conspicuously disclose their connection (i.e., employee status) with ERFC. Disclosures (for example, #ERFCemployee) should be clear and prominent and at the beginning of each post. Ambiguous disclaimers such as #emp, are not acceptable.

Intellectual Property

ERFC does not claim ownership of content users submit or make available on our social media pages. We only claim rights to what we write, post, or otherwise share. We have intellectual property interests in everything we post or otherwise share. If users want to use a logo, a video, a document, etc., users need to acquire legal permission from ERFC.

Except as otherwise set forth herein, ERFC employees must not engage in a manner which infringes or misappropriates any intellectual property right of a third party on social media pages. ERFC employees should not post materials which violate a third party's rights or are otherwise harmful. All content must also comply with the social media platform's community guidelines or similar rules.

Links

ERFC sometimes posts links to other public and/or private organizations on social media. A link does not constitute an endorsement of content, viewpoint, policies, products, or services of that website. Once a user clicks a link to another website not maintained by ERFC, the user is subject to the terms and conditions of that website.

Additional information regarding Fairfax County Public School's Policies, Regulations and Notices can be found at <https://www.fcps.edu/about-fcps/policies-regulations-and-notices>.

ERFC reserves the right to modify this Social Media Policy at any time. Continued use of our social media pages following the posting of any modification to this policy signifies acceptance of such modification.

Questions

If you have questions or concerns regarding this Policy, you can send us an email at ERFCRetirement@fcps.edu or call us at 703-426-3900 during normal business hours.