

ILLINOIS STATE POLICE DIRECTIVE PER-022, PERSONAL USE OF SOCIAL MEDIA

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| RESCINDS: New Directive derived from SRV-222, 2015-048, revised 05-15-2015 | REVISED: 06-08-2026 | 2026-032 |
| RELATED DOCUMENTS: ADM-015, ADM-016, SRV-201 | RELATED CALEA STANDARDS (6th edition): 41.3.7 | |

I. POLICY

The Illinois State Police (ISP) recognizes that employees have the right to use social media in their personal lives. However, personal use of social media by employees, whether on- or off-duty, must not impair the integrity, reputation, or efficiency of the Department, nor compromise investigations, operations, or the safety of others. Employees are expected to conduct themselves professionally and in a manner consistent with department directives at all times when engaging in personal use of social media.

II. DEFINITIONS

- II.A. Department social media – shall have the same meaning as defined in ISP Directive ADM-016, “Social Media Management.”
- II.B. Social media – shall have the same meaning as defined in ISP Directive ADM-016, “Social Media Management.”
- II.C. Personal use – any social media activity that is unrelated to an employee’s official duties and not carried out while conducting official department business.

III. RESPONSIBILITIES

- III.A. Supervisors shall:
 - III.A.1. Address violations of this directive when they become aware of them.
 - III.A.2. Initiate appropriate disciplinary action for the violation.

NOTE: Supervisors are not responsible for reviewing subordinate’s personal media accounts.
- III.B. Employees are responsible for ensuring their personal use of social media complies with the rules and regulations set forth in this directive.

IV. RULES AND REGULATIONS

- IV.A. Personal social media accounts or personal login credentials shall not be used to access, manage, or share information on department social media.
- IV.B. Personal use of social media shall not occur on any electronic devices under the control of the Department.
- IV.C. Personal use of social media while on-duty is prohibited unless on a break or meal period as indicated in the appropriate collective bargaining agreement.
- IV.D. While using personal social media, employees may post photos or content depicting the official seal of the State of Illinois, the Department’s name or seal, and department-issued equipment, provided such content reflects the Department in a positive and professional manner and does not bring the Department into disrepute. However, employees shall not:
 - IV.D.1. Represent the State of Illinois, the ISP, or any official position maintained by either entity.
 - IV.D.2. Use their rank, title, or position in a manner that would suggest that they are representing the interests or official position of the Department.

- IV.D.3. Post, display, share, upvote, or transmit content that could:
 - IV.D.3.a. Reasonably be perceived as discriminatory, harassing, defamatory, or such actions are detrimental to the reputation of the Department or otherwise in violation of department directives.
 - IV.D.3.b. Undermine public trust or reflect negatively on the Department.

- IV.D.4. Post content, text, photographs, audio, video, illustrations, or any other multimedia file related to, or depicting, any of the following:
 - IV.D.4.a. A current or pending department investigation, or a closed department investigation with respect to which the Department has not authorized disclosure or released as public record.
 - IV.D.4.b. Criminal or civil proceedings pertaining to or arising from any matter involving the Department, including allegations of misconduct.

NOTE: Employees may identify their official position and use the Department seal or Department patch on professional networking platforms (i.e., LinkedIn, Indeed, etc.) designed to display employment information. Except when sharing official department information, employees posting to professional networking platforms must clearly state that their views and comments are their own and do not represent the State of Illinois, the Department, or any official position of the Department.

-End of Directive-