

Lorraine Baker

From: Joe Allen <opra+request-34763-3e0351d8@requests.opramachine.com>
Sent: Wednesday, August 17, 2022 12:26 PM
To: GT Clerk
Subject: OPRA request - Social Media Policy & Banned User List

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Gloucester Township,

This is a request for public records made under OPRA and the common law right of access. I am not required to fill out an official form. Please acknowledge receipt of this message.

Records requested:

Please provide Gloucester Township's Social Media Policy that outlines all reasons a user or page would be blocked by any of Gloucester Township's social media pages. (Gloucester Township, Gloucester Township Police)

Please also provide a list of users currently blocked by the Gloucester Township Facebook Page and the Gloucester Township Police Facebook Page.

Yours faithfully,

Joe Allen

Please use deliver records electronically via email to the below UNIQUE address for all replies to this request:
opra+request-34763-3e0351d8@requests.opramachine.com

Is GTCLerk@glotwp.com the wrong address for OPRA requests to Gloucester Township? If so, please contact us using this form:

https://opramachine.com/change_request/new?body=gloucester_township

Disclaimer: This message and any reply that you make will be published on the internet. Our privacy and copyright policies:

<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/social_media_policy_banned_user

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

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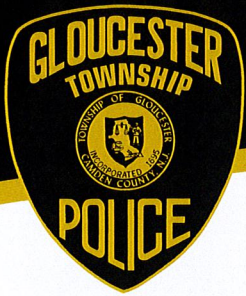
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David J. Harkins
CHIEF OF POLICE
FBI NA #247

DEDICATED TO SERVICE • COMMITTED TO EXCELLENCE

To: Township Clerk N. Power

From: Captain Brendan Barton

Date: August 29, 2022

Re: OPRA Request- Joe Allen

Mrs. Power,

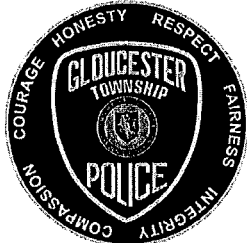
For the OPRA request from Joe Allen, as per your request for the following Gloucester Township Police Social Media Policy, in addition to a list of all users that are currently blocked by the Gloucester Township Police Facebook page have been located and provided in accordance with the request made under OPRA. Please contact me if you have any questions regarding the information supplied.

Professionally,

A handwritten signature in blue ink, appearing to read "Capt. Barton", followed by a stylized flourish.

Captain Brendan Barton

Administrative Services Division

GLOUCESTER TOWNSHIP POLICE DEPARTMENT GENERAL ORDER		
SUBJECT: ELECTRONIC SOCIAL MEDIA - NETWORKING		
EFFECTIVE DATE: 03/22/2022	NUMBER OF PAGES: 11	
ACCREDITATION STANDARDS: 1.7.2	BY THE ORDER OF: CHIEF OF POLICE <i>Chief David J. Harkins #122</i>	

PURPOSE The purpose of this general order is to maintain guidance to the employees of the Gloucester Township Police Department concerning agency and personal web pages, websites, and electronic social media – networking.

POLICY While employees have a right to maintain personal web pages, websites, and engage in electronic social networking, their status as a member of the Gloucester Township Police Department requires that the content of those web pages, websites, and social networking sites not be in violation of existing agency rules, regulations, policies, procedures, or create a potential conflict of interest. The Chief of Police reserves the right to restrict an employee's involvement in electronic social networking sites for the good of the agency consistent with this general order.

It is further the policy of the Gloucester Township Police Department to utilize electronic social media to advise the public on matters of concern, foster community outreach efforts, investigate crimes, and to provide a mechanism for public feedback while safeguarding this department's professionalism.

PROCEDURES

I. GENERAL

A. Definitions:

1. Avatar – A computer user's representation of himself/herself, or an alter ego.
2. Blog – A series of electronic entries, diary or commentary, written by one or more persons in an on-line journal that can permit visitors to post responses, reactions or comments. The term is an abbreviated version of 'web-log'.
3. Comments – Responses to a blog post, news article, social media entry or other social networking post.
4. Commenting – The act of creating and posting a response to a blog post, news article, social media entry or other social networking post. Commenting can also entail the act of posting an original composition to an unrelated post or article.
5. Gloucester Township Police personnel – Includes all sworn (including special law enforcement officers) and non-sworn personnel.
6. Forum – An online discussion site.
7. Identity – An online identity, Internet identity or Internet persona that a social networking user establishes. This can be a real name, an alias, a pseudonym or a creative description.
8. Internet posting – includes both personal postings and accounts of agency activity or investigations (criminal, civil, or administrative) on social networks, forums, blogs, wikis, pages, etc.
9. Mobile social networking – Social networking using a mobile phone or other cellular based device.
10. Page – The specific portion of a social media website where content is displayed and managed by an individual or individuals with administrator rights.
11. Personal webpages or websites – see social media.
12. Post – The content a person shares on a social media site or blog; an entry to any type of computerized bulletin board; the act of publishing content on a social media site.
13. Posting – The act of creating, uploading, editing or adding to any social media outlet. This includes text, photographs, audio, video or any other multimedia file.
14. Profile – Information that a user provides about himself or herself on a social networking site.

15. Social networks – Online platforms where users can create profiles, share information, and socialize with others using a range of technologies.
 16. Social media – A category of Internet-based resources that integrate user-generated content that allow people to communicate, share information, share photos, share videos, share audio and exchange text and other multimedia files with others via some form of online or cellular network platform. This includes, but is not limited to, social networking sites (Facebook®, MySpace®), micro-blogging sites (Twitter®), photo and video sharing sites (Flickr®, Snapchat®, Tik-Tok®, Instagram®, YouTube®), wikis (Wikipedia®), blogs, and news sites (Digg®, Reddit®).
 17. Speech – Expression or communication of thoughts or opinions in spoken words, in writing, by expressive conduct, symbolism, photographs, videotape, or related forms of communication.
 18. Web 2.0 – The second generation of the World Wide Web focused on shareable, user-generated content, rather than static web pages. Some use this term interchangeably with social media.
 19. Wiki – Web page(s) that can be edited collaboratively. Post: an item inserted to a blog or an entry to any type of computerized bulletin board or forum.
- B. There are no reasonable expectations of privacy engaging in public social media and networking activity. All non-secure social media is subject to public view and comment to include both criminal defense and prosecutorial review. The Gloucester Township Police Department reserves the right to review all public social media that is posted by employees.
- C. Conduct both on and off duty is subject to the policies, rules, and regulations of this agency. Any electronic social media and networking activity that brings discredit to the Gloucester Township Police Department and/or of an employee's status as an employee of this agency is prohibited.

II. DEPARTMENTAL USE OF SOCIAL MEDIA

- A. Sanctioned presence:
1. Determine strategy:
 - a. Where possible, each social media page shall include an introductory statement that clearly specifies the purpose and scope of the agency's presence on the website.
 - b. Where possible, the page(s) should link to the Gloucester Township Police Department's official website.

2. Potential uses:

a. Social media is a valuable investigative tool when seeking evidence or information about:

- 1) Missing persons.
- 2) Unidentified persons.
- 3) Wanted persons.
- 4) Crimes committed.
- 5) Gang intelligence.
- 6) Human trafficking.
- 7) Internet crimes against children.
- 8) Unlawful drugs.
- 9) Electronic crimes (e.g., cyberbullying, cyberstalking, etc.).
- 10) Photographs, digital images, and videos of crimes/offenses posted by a participant or observer.

b. Social media can be used for community outreach and engagement by:

- 1) Providing crime prevention tips.
- 2) Distribution of crime prevention materials.
- 3) Offering online reporting opportunities.
- 4) Sharing crime maps and crime data.
- 5) Soliciting tips about unsolved crimes.
- 6) Traffic safety related bulletins.
- 7) Community relations activities.
- 8) Public safety and emergency management notifications and bulletins.

c. Social media can be used to make time-sensitive notifications related to:

- 1) Road closures.
- 2) Special events.
- 3) Weather and civil emergencies.

- 4) Public safety emergencies.
 - 5) Missing or endangered persons.
- d. Further uses include:
 - 1) Recruitment.
 - 2) Background investigations on job applicants and community volunteers.
 - a) Information related to a person's protected class shall be filtered prior to sharing any such information with decisionmakers.
 - b) Every effort shall be made to validate Internet-based information considered during the hiring process.
- 3. Procedures:
 - a. All Gloucester Township Police Department social media sites or pages shall be approved by the Chief of Police or his/her designee and shall be administered by the Chief's designee.
 - b. Where possible, social media pages shall clearly indicate they are maintained by the Gloucester Township Police Department and shall have Gloucester Township Police Department contact information prominently displayed.
 - c. Social media content shall adhere to applicable laws, regulations, and policies, including all information technology and records management policies.
 - d. Where possible, social media pages should state that the opinions expressed by visitors to the page(s) do not reflect the opinions of the Gloucester Township Police Department.
 - e. Pages shall clearly indicate that comments are not permitted.
- 4. Sanctioned use:
 - a. Gloucester Township Police Department personnel representing the Gloucester Township Police Department via departmental social media/social networking outlets shall:
 - 1) Under no circumstances, make statements about the guilt or innocence of any suspect or arrestee, or comments concerning pending prosecutions.

- 2) Except when officially sanctioned by the Chief of Police (department managed sites), identify themselves as a member of the Gloucester Township Police Department and shall adhere to all existing federal, state, and local laws, rules, regulations, and policies of the Gloucester Township Police Department, laws regarding public information on arrests, investigations, and personnel data, and shall observe conventionally accepted protocols and proper decorum.
 - 3) Not endorse any product or service without the prior written permission of the Chief of Police or his/her designee.
 - 4) Not post, transmit, or otherwise disseminate confidential information, including photographs or videos, related to Gloucester Township Police Department training, activities, or work-related assignments without the permission of the Chief of Police or his/her designee.
 - 5) Not conduct political activities or private business.
- b. The Chief of Police shall designate personnel to manage the department's social media. The designee is authorized to access such media from personally owned devices.
 - c. Employees shall observe and abide by all copyright, trademark, and service mark restrictions in posting materials to electronic media.
- B. Except while in the course of official law enforcement business (e.g., intelligence gathering, criminal investigation, homeland security, etc.), employees using department social media/networking shall not assume the identity of another or an identity that could be assumed to be a factual (e.g., alias, penname, avatar, etc.) while posting any comments.

III. PERSONAL USE

- A. NOTE: officers/detectives working or anticipating working in an undercover capacity shall not post any form of visual or personal identification on a personal social media site.
- B. Sites or participation in sites deemed inappropriate, bringing discredit to this department or to a department employee, or promoting misconduct, whether on or off duty, may be investigated through a criminal or administrative investigation.
- C. Barring state law or binding employment contracts to the contrary, Gloucester Township Police Department personnel shall abide by the following when using social media/networking while off duty and using privately owned electronics.

1. Gloucester Township Police Department personnel are free to express themselves as private citizens on social media sites to the degree that their speech does not impair any working relationships within the Gloucester Township Police Department for which loyalty and confidentiality are important, impede the performance of duties, impair discipline and harmony among coworkers or negatively affect the public perception of the Gloucester Township Police Department.
2. As public employees, Gloucester Township Police Department personnel are cautioned that speech, not dealing in matters of public concern, on or off-duty, made pursuant to their official duties, that is, that owes its existence to the employee's professional duties and responsibilities, is not protected speech under the 1st Amendment and could form the basis for discipline if deemed detrimental to the Gloucester Township Police Department. Gloucester Township Police Department personnel should assume that their speech and related activity on social media sites could reflect upon their office and the Gloucester Township Police Department.
3. Employees shall not post information pertaining to any other employee of the agency or township employee without their expressed permission.
4. Employees can identify themselves as representatives of the agency. However, such employees' actions are reflective of the agency and shall conform to the agency's general internet-use policy.
 - a. Self-identification can include the acknowledgment in a user profile for work experience, job title, etc. by identifying oneself as an employee of the Gloucester Township Police Department. If employees identify their employment with this agency, they assume the responsibility for representing the agency in a professional manner.
 - b. Employees shall not express personal opinion as official agency policy or position.
 - c. If an employee self-identifies as a member of this agency, AT A MINIMUM, he/she shall post on his/her social networking site a disclaimer clarifying that the opinions expressed are solely those of the employee and do not represent the views of the agency.
 - d. Example:

'The posts on this site including, but not limited to images, links and comments left by readers, are my own and do not represent my employer's positions, strategies, or opinions'.
5. Employees shall not display or post any image or comment involving a reference concerning any form of bias, hatred, or derogatory comments about any protected class of persons.

6. Employees are prohibited from using Gloucester Township Police Department computers, cell phones, mobile data computers/terminals or any other devices for any unauthorized purpose, including participation in personal social media or social networking.
7. This prohibition shall include the use of departmental computers for bidding, buying and / or selling of personal items on such sites as eBay or similar activities that shall instead be conducted on an employee's personal computer.
8. Employees are prohibited from updating / posting to any personal social media or social networking platform while on duty unless written permission is granted for investigative or public information purposes.
9. Gloucester Township Police Department personnel shall not post any information concerning their employment with the Gloucester Township Police Department that would be deemed inappropriate, offensive, or in violation of any rule, regulation or general order of the Gloucester Township Police Department, nor shall they post information pertaining to any other member of the Gloucester Township Police Department without that employee's permission. As such, Gloucester Township Police Department personnel shall not:
 - a. Post personal photographs or provide similar means of personal recognition that would cause them to be identified as an employee of the Gloucester Township Police Department that would be deemed inappropriate, offensive, or in violation of any rule, regulation or general order of the Gloucester Township Police Department. Some exceptions to this shall be the announcements of appointment, promotions, honors, graduations, retirements, or other such professional recognitions.
 - b. Post false or improper personal or professional information (e.g., college degree when one was not earned, training certification when one was not earned, etc.)
 - c. Unless granted explicit permission, employees of the Gloucester Township Police Department are prohibited from posting any of the following on any social networking platform, either on their own sites, the sites of others known to them, the sites of others unknown to them, news media pages, or other information exchange forums:
 - 1) Any text, photograph, audio, video, or any other multimedia file related to any investigation (criminal, quasi-criminal, or administrative), both current and past, of the Gloucester Township Police Department.

- 2) Any text, photograph, audio, video, or any other multimedia file related to any past or current action of the Gloucester Township Police Department, either in homage or critique.
 - 3) Logos, badges, seals, uniforms, vehicles, equipment or any item or symbol that is affiliated with the Gloucester Township Police in an inappropriate or offensive manner or in a way that is in violation of any rule, regulation or general order of the Gloucester Township Police Department.
 - 4) Any item, symbol, wording, number, likeness or material that is identifiable to the Gloucester Township Police Department in an inappropriate or offensive manner or in a way that is in violation of any rule, regulation, or general order of the Gloucester Township Police Department.
 - 5) Any text, photograph, audio, video, or any other multimedia file that is related to any occurrence within the Gloucester Township Police in an inappropriate or offensive manner or in a way that is in violation of any rule, regulation, or general order of the Gloucester Township Police Department.
 - 6) Weaponry, owned by this department and/or owned personally or privately, shall not be displayed or referenced to, in any multimedia format, on social media or social networking sites if such displays or depictions promote or glorify violence.
 - 7) Any text, photograph, audio, video or any other multimedia file included on a social media or social networking site that infers, implies, states, opines or otherwise expresses the officer's views on the public shall not be detrimental to the department's mission, nor shall it in any way undermine the public's trust or confidence in this department.
10. When using social media, Gloucester Township Police Department personnel should be mindful that their postings become part of the worldwide electronic domain. Therefore, adherence to the Gloucester Township Police Department's code of conduct is required in the personal use of social media. In particular, Gloucester Township Police Department personnel are prohibited from the following:
- a. Postings containing obscene or sexually explicit language, images, or acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, ethnicity, religion or religious belief, sexual orientation, sexual identity, gender status, transgender status, or any protected class of individuals.

- b. Postings involving themselves or other Gloucester Township Police Department personnel reflecting behavior that would be considered reckless or irresponsible.
 - c. Postings containing anti-government, communist, fascist, or extremist philosophy or political views.
 - 11. Engaging in prohibited postings noted herein could provide grounds for undermining or impeaching an officer's testimony in criminal proceedings. Gloucester Township Police Department personnel thus sanctioned are subject to discipline up to and including termination of office.
 - 12. Gloucester Township Police Department personnel cannot divulge information gained by reason of their authority, make any statements, speeches, appearances, and endorsements, or publish materials that could be considered to represent the views or positions of the Gloucester Township Police Department without the expressed written authorization from the Chief of Police.
 - 13. Gloucester Township Police Department personnel should expect that any information created, transmitted, downloaded, exchanged, or discussed in a public online forum can be accessed by the Gloucester Township Police Department at any time without prior notice.
- D. Employees have the potential to be called as a witness in court proceedings related to their employment as a member of this agency. Credibility and character are subject to challenge and potential impeachment based upon the nature of postings on personal web pages, websites and other electronic social networking sites from any time, past or present and the person(s) or organization(s) with whom the employee networks.
- E. Employees should consider the appearance of impropriety or potential adverse consequences to the criminal justice adjudication process when networking with judges, attorneys, court personnel, or other members of the judiciary, or defense attorneys. Examples of such consequences include, but are not limited to:
- 1. Having to change prosecution venues if a conflict of interest is alleged.
 - 2. Rendering testimony of investigative personnel inadmissible or impeachable due to alleged conflicts of interest due electronic personal relationships.
 - 3. An increase in successful appeals due to perceived conflicts of interest.

IV. REPORTING VIOLATIONS

- A. Any employee becoming aware of or having knowledge of a posting or of any website or webpage in violation of the provision of this general order shall notify his/her supervisor immediately for follow-up action.
- B. If the supervisor is the subject of the notification, the employee shall notify the next level in the chain of command or the internal affairs supervisor.

Communication Media Policy/Social Media Policy:

The (local unit type's) Communication Media are the property of the Township and, as such, are to be used for legitimate business purposes only. For purposes of this Communication Media Policy, "Communication Media" includes all electronic media forms provided by the Township, such as cell phones, smart phones, computers, electronic tablets, access to the internet, voicemail, email, and fax. Employees are restricted from accessing or using the company's Communication Media for personal purposes during company time on company equipment without prior authorization from the Administration to do so.

All data stored on and/or transmitted through Communication Media is the property of the Township. For purposes of this policy, "Data" includes "electronically-stored files, programs, tables, data bases, audio and video objects, spreadsheets, reports and printed or microfiche materials which serve a Township business purpose, regardless of who creates, processes or maintains the data, or whether the data is processed manually or through any of the (local unit type's) mainframe, midrange or workstations; servers, routers, gateways, bridges, hubs, switches and other hardware components of the (local unit type's) local or wide-area networks."

The Township respects the individual privacy of its employees. However, employee communications transmitted by the (local unit type's) Communication Media are not private to the individual. **All Communication Media and all communications and stored information transmitted, received, or contained in or through such media may be monitored by the Township. The Township reserves the absolute right to access, review, audit and disclose all matters entered into, sent over, placed in storage in the (local unit type's) Communication Media.** By using the (local unit type's) equipment and/or Communication Media, employees consent to have such use monitored at any time, with or without notice, by Township personnel. The existence of passwords does not restrict or eliminate the (local unit type's) ability or right to access electronic communications. However, pursuant to New Jersey law the Township cannot require the employee to provide the password(s) to his/her personal account(s).

All email, voicemail and Internet messages (including any technology-based messaging) are official documents subject to the provisions of the Open Public Records Act (NJSA 47:1A-1). Employees of the Township are required to use the assigned municipal email account for ALL Township business and correspondence. The use of private email accounts for ANY Township business or during business hours is strictly prohibited. Employees are hereby advised that if they conduct work-related business on their personal emails, cell phones, or other personal Communication Media, it is also subject to the provisions of the Open Public Records Act. However, nothing in this social media policy prevents employees from using his/her own personal Communication Media during the employee's non-working hours to engage or participate in protected concerted activities pursuant to the National Labor Relations Act. Protected concerted activities include when an employee addresses group concerns with the employer; forms, joins or helps a labor organization; initiates, induces or prepares for group action; or speaks on behalf of or represents other employees. Nevertheless, employees are encouraged to resolve workplace grievances internally by discussing issues with their supervisor and/or the Administration, and are asked to refrain from posting comments or materials on Communication Media that can be viewed as malicious, obscene, threatening, intimidating, or that could create a hostile work environment on the basis of race, sex, disability, religion or any other status protected by law if the employee chooses to address their grievances using Communication Media.

Employees can only use the Township's Communication Media for legitimate business purposes. Employees may not use the Township's Communication Media in any way that is defamatory, obscene, or harassing or in violation of any Township rules or policy. Examples of forbidden transmissions or downloads include sexually-explicit messages; unwelcome propositions; ethnic or racial slurs; or any other message that can be construed to be harassment or disparaging to others based on their actual or perceived age, race, religion, sex, sexual orientation, gender identity or expression, genetic information, disability, national origin, ethnicity, citizenship, marital status or any other legally recognized protected basis under federal, state or local laws, regulations or ordinances. Further, discriminatory remarks, harassment, bullying, threats of violence and similar behavior that is not tolerated in the workplace are also not acceptable through Communication Media, whether same is performed on the Township's equipment or on the employee's own personal Communication Media.

All employees, who have been granted access to electronically-stored data, must use a logon ID assigned by the Township. Certain data, or applications that process data, may require additional security measures as determined by the Township. Employees must not share their passwords; and each employee is responsible for all activity that occurs in connection with their passwords.

Information security is necessary to protect the Township's information (data and software) from accidental or intentional unauthorized disclosure, modification, or loss. Information security is managed under guidelines dealing with identification, authentication, authorization, production environment, and ability to audit. All employees should be familiar with such security measures adopted by the Township.

All employees may access only data for which the Township has given permission. All employees must take appropriate actions to ensure that Township data is protected from unauthorized access, use or distribution consistent with these policies. Employees may not access or retrieve any information technology resource and store information other than where authorized. All Township data must be stored centrally as required by the Township. This provides greater security, and ensures backup of all Township data is performed.

Employees must not disable anti-virus and other implemented security software for any reason, in order to minimize the risk of introducing computer viruses into the Township's computing environment.

Employees may not install, modify or remove ANY hardware device, software application, program code, either active or passive, or a portion thereof, without the express written permission from the Township. Employees may not upload, download, or otherwise transmit commercial software or any copyrighted materials belonging to parties outside of the Township, or licensed to the Township. Employees shall observe the copyright and licensing restrictions of all software applications and shall not copy software from internal or external sources unless legally authorized. Workstation settings and configurations and network settings must not be modified by unauthorized employees. Internet security settings (where applicable) must not be changed. The foregoing includes but is not limited to the systems Network ID, IP Address, Gateway and DNS addresses etc.

Social Media and its uses in government and daily life are expanding each year; however, information posted on a website is available to the public; therefore, employees must adhere to the following guidelines for their participation in social media. Only those Employees directly authorized by the Administration may engage in social media activity during work time through the use of the Township's Communication Media, as it directly relates to their work and it is in compliance with this policy.

Employees must not reveal or publicize confidential Township information. Confidential proprietary or sensitive information may be disseminated only to individuals with a need and a right to know, and where there is sufficient assurance that appropriate security of such information will be maintained. Such information includes, but is not limited to the transmittal of personnel information such as medical records or related information. In law enforcement operations, confidential, proprietary or sensitive information also includes criminal history information, confidential informant identification, and intelligence and tactical operations files.

No Township employee shall post internal working documents to social media sites. This includes, but is not limited to, screenshots of computer stations, pictures of monitors and/or actual documents themselves without the prior approval of the Business Administrator. In addition employees are prohibited from releasing or disclosing any photographs, pictures, digital images of any crime scenes, traffic crashes, arrestees, detainees, people or job related incident or occurrence taken with the Township's Communication Media to any person, entity, business or media or Internet outlet whether on or off duty without the express written permission of the Business Administrator. Except in "emergency situations, "Employees are prohibited from taking digital images or photographs with media equipment not owned by the Township.

For purposes of this section, an "emergency situation" involves a sudden and unforeseen combination of circumstances or the resulting state that calls for immediate action, assistance or relief, and may include accidents, crimes and flights from accidents or crimes and the employee does not have access to the Township's Communication Media. If such situation occurs, employee agrees that any images belong to the Township and agree to release the image to the Township and ensure its permanent deletion from media device upon direction from the Township.

No media advertisement, electronic bulletin board posting, or any other communication accessible via the Internet about the Township or on behalf of the Township, through the use of the Township's Communication Media may be issued unless it has first been approved by the Township's Administration. Specifically, employees are forbidden from using the Township's Communication Media to impersonate the employer; to make statements on behalf of the employer without authorization; and/or to make statements that can be construed as establishing what the employer's official position or policy is on any particular issue. In addition, employees are prohibited from placing or posting on the Internet through the employer's Communication Media or the employee's own personal media, either during working or non-working hours, any employer-related confidential, sensitive or other employer information of a proprietary nature, including but not limited to employer records or documents, trade secrets, internal reports, tips based on inside information that may be considered insider trading, screenshots of computer stations, pictures of monitors and/or actual documents of the employer, any photographs, pictures, digital images of any crime scenes, traffic crashes, arrestees, detainees, people or job-related incidents or occurrences.

Because (authorized) postings placed on the Internet through use of the Township's Communication Media will display on the Township' return address, any information posted on the Internet must reflect and adhere to all of the Township's standards and policies.

All users are personally accountable for messages that they originate or forward using the Township's Communication Media. Misrepresenting, obscuring, suppressing, or replacing a user's identity on any Communication Media is prohibited. "Spoofing" (constructing electronic communications so that it appears to be from someone else without a legitimate authorized purpose and authorized by the Mayor or designee is prohibited

Employees must respect the laws regarding copyrights, trademarks, rights of public Township and other third-party rights. Any use of the Township's name, logos, service marks or trademarks outside the course of the employee's employment, without the express consent of the Township, is strictly prohibited. To minimize the risk of a copyright violation, employees should provide references to the source(s) of information used and cite copyrighted works identified in online communications.

If employees choose to identify themselves as a Township employee on their personal social media accounts and even those that do not should be aware that he or she may be viewed as acting on behalf of the Township, as such no employee shall knowingly represent themselves as a spokesperson of the Township, post any comment , text, photo, audio, video or other multimedia file that negatively reflects upon the Township

expresses views that are detrimental to the Township's mission or undermine the public trust or is insulting or offensive to other individuals or to the public in regard to religion, sex, race or national origin. Township employees are encouraged to exercise extreme caution posting photographs of themselves in uniform or in situations where they can be readily identified as Township employees.

To the extent that employees use social media outside their employment while engaging in protected concerted activities as defined above, employees will not be subject to discipline or retaliation for expressing views, opinions, and/or facts surrounding the Township's employment policies. For all other communications by employees on personal social media sites in which matters related to the Township are discussed, employees must add a disclaimer on the front page stating that the posting does not express the views of the Township, and that the employees are expressing their own personal views. For example: **"The views expressed on this website/web log are mine alone and do not necessarily reflect the views of my employer."** The disclaimer must be placed in a prominent position and repeated for each posting that is expressing an opinion related to the Township or the Township's business, with the exception of postings and social media communications by employees engaging in protected concerted activities. Employees are advised that if they post information on social media that is in violation of either the terms and conditions of the within social media policy, or in violation of federal, state, or local laws, the disclaimer will not shield them from disciplinary action. However, no retaliation or discipline will result if and when employees are engaging in protected concerted activity, and/or choose to report inappropriate social media activities to the Township Administration.

Nothing in these policies is designed to interfere with, restrain, or prevent social media communications by employees engaging in protected concerted activities regarding wages, hours, or other terms and conditions of employment pursuant to the National Labor Relations Act. All Township employees have the right to engage in or refrain from such activities.

Carla Geppi
Human Resources Manager
1261 Chews Landing Rd, Gloucester Township, NJ 08021
Direct: (856) 302-7071
Fax: (856) 232-0134
cgeppi@glotwp.com



GLOUCESTER TOWNSHIP
JOIN THE EXCITEMENT

Blocked list for Gloucester Township, New Jersey

Account:
Gloucester Township, New
Jersey

Owned by:
Regina Caristo

Blocked list
Gloucester Township, New Jersey
Mar 23, 2022

Current

Record Details

Select a record to view de

- April Dihayco id: 3990628137614555
- Aram Muhamad id: 5491480474211054
- Chuck Donohue id: 3596797397074648
- David Haag id: 2455080927900025
- Gina Gebhard id: 4893257394081831
- Heather Lynn id: 4878212498887341
- Jack Nixon Sr. id: 3720060214698953
- Jason Bloom id: 1578493405587704
- Joe Stauffenberg id: 3560860587332439
- Keith Holmes id: 3063976106961816
- Mary Jane Carrozza id: 4866769976730149
- Michael Edge id: 3510285832401847
- Michael Weaver id: 3717228694981863
- Michele Hernandez id: 4059789404034397
- Mike DiVito id: 4761941907213134
- Paul Reyes id: 2553385414678009
- Restore Gloucester Township id: 111234084007388
- Robena Barter id: 3588561134564905
- Shery Babu id: 3589223171193100
- Stephen Rzucidlo id: 2005678026187381
- Steven Schuda id: 3577449642308752
- Ted Munz id: 3485996491467897
- الاسطورة الحلو id: 3025545220878995

PD Blocked List

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Aaron Fountain
Aaron Ralph
Accio Beer
Adam DeLussey
Adam H. Sampson
Adam L. Labonoski
Adam Mayer
Adam Milon
Adas Mykucki
Al Destralo
Alan Yaeger
Alex Carlson
Alex Hurst
Alex Julian
Alfie Hopkins
Alicia Anderson
Alina Fabozzi
Alphabet Soup
Alvin Bond Sr
Amber Sandor
Amy Alkon
Amy Spitler
Amy Weiss Kantor
Andrea Lee
Andrew Clapp
Andrew Watson
Andy Hubal
Angela Marie
Angelo Aigotti
Angelo Bryant
Annamarie Capaldi
Annette Marie
Annette Marie
Anthony Bramante
Anthony Chiaravalloti Sr
Anthony Harrison
Anthony J D'amato
Anthony Leatherwood
Anthony Leonardo
Anthony McBride
Anthony Onorato
Anthony Quinones
Anthony Rosenbaum
Anthony Ter-Saakov
Anthony Wilkie
Areola Grande

Armand Rabuttinio
Armand Shaw
Aron Sandler
Ashley Hansen
Asia Benji
Austin Goettelmann
Aziz Green
Babu Romasko
Barbara Aupperle
Barbara Gosnell Hickson
Barbara Thoman Rohloff
Barbara Wood McCann
Barry Barry
BE N JI
Becky Lynn Adams
Ben Wilkins
Benjamin Sabo
Betching Aquino
Bette Parks Wray
Betty Bush-Rudomin
Bigg Mike
Bigwilly Johnson
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Bill F Harmon
Bill Hagan
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Bill Liktor
Bill Maximus Green
Bill Westfall
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Billy DiLauro
Blayne Avila
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Bob Johnson
Bob Shellock
Bobby Thornton Jr.
Bonehead Dot
Boris Skoblov
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Brad Szuber
Brandon Dilks
Brandon Michael
Brandon Perezluha Memorial
Brandon Pry
Brendan Mahoney
Brent Busch

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Brett Ryan
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Brian Gregory
Brian Keeley
Brian Maco
Brian Truxton Jr.
Brian Wags Wagner
Brian William
Brian Wolf
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Bruce Kahuna
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Cortney Terry
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Denise Crandley
Denise File
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Dennis Cook
Dennis Monzo
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Derek Freyberger
Derek Scharf
Derek Wagner
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Di Di Jenks
Diane Quinn
Diane Succio
Dolores Goneau

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Dominick Antonelli
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Donald Joy
Donald Robinson
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Donna Newell
Donna Pickell-Baker
Donna Torres
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Dot Segal
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Doug Frontino
Doug Miller
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Drue Anthon
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Dwayne Smith
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Edalyn Bunn
Eddie Sketz
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Edward Schenck
Edward Teach
Edwin Adlerman
Ef Deal
Eiren O'Keeffe
Elena Marie
Elliott Whitlow
Erica Watkins
Erik Card
Erik Schingen
Erik Stephon
Erin Janssen
Erma James
Ernesto Lopez

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Tanya Westphal
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Tom Connor
Tom Getsinger
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Tracy Tracy
Trae Lewis
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Trevor Torreele
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Ty J Moon
TyCorin Simpson
Tyler Doucet
Tyler Macklin
Tyler Ravior
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Vadim Rapp
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Vanina Dejesus
Vern Chila Jr.
Vince D'Alessio
Vinny Scola Cucunato
Vito Castaldo
Vito Russo
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Wayne Myers
Wayne Wilson
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Will Connolly
William Colucci
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William Getty
William Hagan
William MacKenzie
William Zuber
Wyatt Kohle
Yanni Stamatakis

Yatta Townsend

Yull James Jr.

Zac Lane

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About Gloucester Township Police

GTPD's Facebook Page's Comment Removal and Inappropriate Comments Removal and User Ban

The Gloucester Township Police Facebook Page is for information and is not used as a public forum. In an effort to remain connected to the community, Gloucester Township Police has created this Facebook Fan Page and uses it as one of many tools in providing professional police services to the citizens of Gloucester Township.

In order to maintain the integrity of our Facebook page it will not be used as a forum. Most comments left by visitors following GTPD Facebook posts and photos are automatically blocked, and ALL the comments will be removed by the page managers. Inappropriate comments will also be removed, and that visitor permanently banned. However, in the event that a visitor leaves a comment that is visible to the public, that visitor's opinion does not reflect the opinion of the Gloucester Township Police Department.

Any missing or wanted persons posts will be removed from the page once the person is no longer missing or captured.

Gloucester Township Police DOES welcome all questions and comments, but all such communication should be delivered via email to police@gtppolice.com, or to our Community Relations Unit at communityrelations@gtppolice.com (856-228-4011). These email addresses, as well as our Facebook page, are NOT monitored 24 hours a day.

To report an emergency 24/7, please dial 911. If you need immediate assistance from the GT Police for a non emergency 24/7, please call 856-228-4500.

If you have any crime TIP information or can identify the suspects in the Crime Stoppers video or photos, please call our GTPD Anonymous Crime Tip Line: 856-842-5560. To send an Anonymous Tip via Text Message to Gloucester Township Police, text the keyword TIP GLOTWPPD and your tip message to 888777. You may also click here to access our Anonymous Web Tip page: <https://local.nixle.com/tip/alert/5170177>

Our Anonymous Tip systems are NOT monitored 24/7. All incidents in Gloucester Township requiring IMMEDIATE police assistance must be called into GTPD at 856-228-4500. If you have an EMERGENCY or are witnessing a CRIME IN PROGRESS, CALL 911.