

Item No.: \_\_\_\_\_

Moved by: \_\_\_\_\_

Prepared by: Qur'an Folsom

Seconded by: \_\_\_\_\_

Reviewed by: Marcy Ingram

RESOLUTION ADDRESSING THE SOCIAL MEDIA CONDUCT OF  
EMPLOYEES OF SHELBY COUNTY GOVERNMENT. SPONSORED BY  
COMMISSIONER MARK BILLINGSLEY.

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WHEREAS, Shelby County Government has long been committed to providing its employees with a work environment that is free of discrimination and prohibits any form of discrimination on the basis of race, color, sex, national origin, age, creed, religion, disability or other status protected by; and

WHEREAS, Shelby County Government is committed to maintaining a work environment in which all individuals are treated with respect and dignity, which promotes equal opportunity and prohibits discriminatory practices, whether the discriminatory action is at the work site or in other work settings as unlawful discrimination, whether verbal, physical or environmental, is unacceptable and will not be tolerated; and

WHEREAS, The Shelby County Board of Commissioners supports all races, religions, and political party affiliations and will not tolerate a County employee's bigotry, racial attacks and messages of hate against same; and

WHEREAS, A Shelby County employee's or public official's bigotry, racial attacks, messages of hate or conduct similar in nature is unacceptable whether it occurs in the workplace itself or in other work-related settings such as business trips, training seminars or other County business related events or even on social media when the employee or official associate themselves with Shelby County Government; and

WHEREAS, The Shelby County Board of Commissioners calls upon all elected officials to hold themselves and their staffs accountable to not tolerate bigotry, racial attacks, or messages of hate or unlawful discrimination as we embrace diversity and see it as an asset to our community; and

WHEREAS, The Shelby County Board of Commissioners wants Shelby County to be known for its commitment to our community and for ALL the citizens of Shelby County and our visitors to know that we do not tolerate messages of hate by County employees or officials.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSION OF SHELBY COUNTY, TENNESSEE, That bigotry, racial attacks messages of hate or conduct similar in nature is unacceptable conduct for County employees and officials and will not be tolerated.

BE IT FURTHER RESOLVED, That the Board of County Commissioners hereby requests that the Administration establishes a social media personnel policy for County employees and officials that informs employees and officials that when they associate themselves with Shelby County Government on their online posts then dishonorable content such as racial, ethnic, sexual, religious, disability and other protected statuses will not be tolerated and could lead to disciplinary action up to and including termination;

BE IT FURTHER RESOLVED, That this Resolution shall take effect in accordance with the Shelby County Charter, Article II, Section 2.06(B).

\_\_\_\_\_  
Mark H. Luttrell, Jr.  
Shelby County Mayor

Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Clerk of County Commission

ADOPTED: \_\_\_\_\_