Managing Employee Social Media Activity in Florida's Public Sector: Risks, Rights, and Practical Strategies

Webinar | January 28, 2026 | 9AM PT / 11AM CT / 12PM ET

Social media activity by public employees—whether on or off duty—can quickly raise legal, reputational, and operational concerns for schools and local government agencies. In this webinar, Constangy attorneys Ray Poole and Sonita Thompson will examine how public-sector employers in Florida can navigate these challenges while respecting employee speech rights and maintaining workplace standards.

The discussion will address First Amendment considerations, when discipline for off-duty social media conduct may be appropriate, and best practices for drafting social media policies and conducting effective investigations. Attendees will gain practical tools to help manage risk and respond confidently to social media-related issues.

This program is pending SHRM & HRCI credits.

RELATED ATTORNEYS

Ray Poole

Sonita Thompson

SERVICES

Employment Litigation Prevention & Defense