

Social Media

As Americans, our freedom of speech is guaranteed by the First Amendment to the Constitution not to be infringed upon **by the government**. Many of us exercise that right on social media. While we have freedom of speech, we *do not* have freedom from **consequences** of that speech **at work**.

The consequence of an HII employee **posting racist, sexist, bullying or other divisive content that may create a disruption in the workplace** on his or her **social media** pages — or even on someone else's — may be **disciplinary action**, up to and including termination. The company's expectations on employee behavior are included in HII's Code of Ethics and Business Conduct.

What you need to know:

- HII does not routinely monitor employees' social media activity, but we regularly receive reports — from HII employees and from members of the general public — when offensive content is posted by HII employees.
- Each one of these reports is taken seriously and promptly investigated.

- We sometimes treat these incidents as "teaching moments," where the person who posted the content is asked to remove it and coached on why it was inappropriate to post. However, disciplinary actions have been taken and the company will take all necessary actions up to and including discharge if required.

What you need to do:

- Before posting or commenting on Facebook, X (formerly Twitter) or other social media, ask yourself if you would be comfortable saying it out loud where your coworkers and supervisors can hear. If not, then don't do it. The consequences can be steep.
- Remember, all HII employees are expected to treat others with **civility and respect**, to communicate in a courteous and professional manner at all times, and to always lead by example.
- For more information, please read:
 - [HII's Social Media Guidelines for Employees](#)
 - [HII's Code of Ethics and Business Conduct](#)

Supervisors/Foremen - Please share this message with employees who do not have computer access. Post it for employee review.