

CDLE Social Media Comment Policy

We encourage you to share your thoughts on Facebook (Meta), Twitter, LinkedIn, and Youtube as they relate to the topic in the post, but we also expect all comments to be courteous. The views expressed in comments reflect those of the commenter, not the official views of the Colorado Department of Labor and Employment or the State of Colorado.

We endeavor to maintain a commenting environment that is consistently topical, courteous, and respectful of all commenters. To that end, we have established the following policy. We reserve the discretion to delete, hide (hidden comments can still be seen by the original poster and their friends but not by the public) or not allow comments that contain:

- Social Security Numbers, home or business addresses, e-mail addresses, phone numbers, or other personally identifiable information (PII).
- Vulgar or abusive language or images.
- Personal attacks of any kind, threats or defamatory statements.
- Offensive terms or derogatory statements that target specific groups by race, color, sex, sexual orientation, gender identity, national origin, ethnicity, age, religion or disability.
- Spam or comments that are off topic. This includes:
 - Comments irrelevant to the topic discussed.
 - Multiple, successive off-topic posts by a single user.
 - Repetitive posts copied and pasted by multiple users.
 - Spam or comments that are automated.
- Promotions of services or products.
- Solicitations of funds or for business.
- Links to external websites or applications (noncommercial links relevant to the topic or another comment may be acceptable).
- Classified or proprietary information, or information protected by other statutory or regulatory regimes (intellectual property, copyrighted materials, licensed materials, privacy protected information, etc.).

Repeated violations of this comment policy may cause the author to be blocked for 90 days from the platform on which the comment was submitted. Two warnings will be issued before action is taken.

Any claims, demands, formal complaints, or any other form of legal and/or administrative notices or processes should be directed to the appropriate agency. Similarly, reports of criminal or suspicious activity should be directed to the appropriate law enforcement agency.

We recognize that social media provides opportunities for engagement at any time of day or week. We may review comments during normal business hours. We may not be able to remove comments that violate our policies right away, but we reserve the right to take action at a later date.

Please remember that comments published on CDLE social media platforms are public. If you want to communicate with CDLE in private or have a question you need CDLE to answer, do not post to our social media sites. Communications made through social media posts will in no way constitute a legal or official notice to the Colorado Department of Labor and Employment.

Reporters are asked to submit questions by emailing CDLE_PR@state.co.us, rather than submitting questions as comments or other forms of social media messages. CDLE will only respond to messages sent to the appropriate email address.

Privacy

To protect your privacy, do not include any information in your comment (e.g., your e-mail address, phone number or claimant ID number) that could be used to identify you.

Note that information, including Personal Identifying Information (PII) (for more information please go to the Colorado District Attorneys' page [here](#)), that you voluntarily submit to or publish on CDLE's social media pages may be treated as public information and archived accordingly in order to comply with applicable laws.

Please refer to the [Colorado Privacy Statement](#) to learn more about how we protect your privacy and personal information.

Copyright, Restrictions and Permissions Notice

Copyrighted and other proprietary material should not be posted or submitted in any form unless permission to do so is clearly indicated. In posting comments or other work, the commenter grants CDLE and anyone viewing CDLE's social media pages irrevocable permission to copy, distribute, make derivatives, display or perform the commenter's work publicly and free-of-charge.

Materials created by CDLE are generally part of the public domain and may be used, reproduced, and distributed without permission. However, not all materials published may be created by CDLE. Read our [legal notices](#) for more information.

Accessibility

CDLE is committed to providing access to all individuals who are seeking information. Learn more in our [accessibility statement](#).

Outside websites

When you select a link to an outside website, you are leaving this website and as such are subject to the privacy and security policies of the owners/sponsors of the outside website. CDLE does not control or guarantee the accuracy, relevance, timeliness or completeness of information contained on a linked website. We are not responsible for transmissions users receive from linked websites. More information is available in our [external linking policy](#).

Questions?

Thank you for taking the time to read this comment policy. We encourage your participation in our discussions and look forward to an active exchange of ideas. If you have questions about this comment policy or how we apply it, please [contact us](#) at CDLE_PR@state.co.us.