



Internet Social Media and Blogging Policy for Employees & Volunteers

In general, our camp views social media sites, personal Web sites, and Weblogs positively and respects the rights of employees & volunteers to use them as a medium of self-expression. If an employee chooses to identify himself or herself as an employee of our camp on such internet venues, some readers of such Web sites or blogs may view the employee as a representative or spokesperson of the camp. In light of this possibility, our camp requires, as a condition of employment and/or volunteering at the camp, Employees & Volunteers observe the following guidelines when referring to the camp, its programs or activities, its campers, and/or other Employees & Volunteers, in a blog or on a Web site.

1. Employees & Volunteers must be respectful in all communications, social media and blogs related to or referencing the camp, its campers, and/or other Employees & Volunteers.
2. Employees & Volunteers must not use obscenities, profanity, or vulgar language.
3. Employees & Volunteers must not use social media, blogs or personal Web sites to disparage the camp, campers, or other Employees & Volunteers of the camp.
4. Employees & Volunteers must not use social media, blogs or personal Web sites to harass, bully, or intimidate other Employees & Volunteers or campers. Behaviors that constitute harassment and bullying include, but are not limited to, comments that are derogatory with respect to race, gender, sexual orientation, color, disability, religion or other group identity; sexually suggestive, humiliating, or demeaning comments; and threats to stalk, haze, or physically injure another employee or camper.
5. Employees & Volunteers must not use social media, blogs or personal Web sites to discuss engaging in conduct that is prohibited by camp policies, including, but not limited to, the use of alcohol and drugs, sexual behavior, sexual harassment, and bullying.
6. Employees & Volunteers must not post pictures of campers or other Employees & Volunteers on social media or a Web site without obtaining written permission.
7. The use of our copyrighted camp name or logo is not allowed without written permission.

Any employee or volunteer found to be in violation of any portion of this Social Media and Blogging Policy will be subject to immediate disciplinary action, up to and including termination of employment or dismissal from their volunteer responsibilities.

I have read and understand the policy on Internet Social Media and Blogging. I agree to abide by the conditions outlined within this policy.

Employee Signature

Date

11/2017