

Internet Communication/Social Media Policy



Camp H-Town recognizes that the Internet, when used wisely, provides many safe and positive ways to stay in touch with friends from camp. The camp views Internet venues as a means of self-express, which the camp views as generally favorable. What our volunteers do privately, during their own time, is their business. However, once a volunteer identifies himself or herself as associated with Camp H-Town in social media or uses the camp's name, logo, or any official photograph or text, all subsequent communications are reflective of the camp and its volunteers. Therefore, all volunteers must agree to abide by the following guidelines, which have been established to ensure that Camp H-Town remains an emotionally and physically safe environment for all staff, volunteers, campers and families.

1. As a camp employee/volunteer, before I . . .
 - a. use the camp name or official camp logo or camp photograph;
 - b. add a link from my group page, profile or other site to the official camp website;
 - c. include text or photographs that are the property of camp;
 - d. include photographs of other staff members; or
 - e. create a camp "group page" with the above items . . .

I agree to be respectful of the camp, its program, the campers and its employees.

2. As a camp employee/volunteer, I agree to be respectful of the camp, its program, the campers, and its employees in all communications in my emails, IMs, profile, blog, social media, and other Internet sites. As such, I agree to the following:
 - a. I will not use obscenities, profanity or vulgar language.
 - b. I will not engage in harassment or intimidation.
 - c. I will not post comments that are derogatory with regard to any individual's race, religion, gender, age, ethnicity, nationality, disability, sexual orientation, gender identity, or marital status.
 - d. I will not use sexually explicit, suggestive, humiliating or demeaning comments.
 - e. I will not post photographs that compromises anyone's privacy or that is used to demean, humiliate or otherwise embarrass anyone.
3. As a camp employee/volunteer, I agree not to use a social networking profile, group page, weblog or other Internet medium to discuss behavior that is prohibited by camp policy, including, but not limited to alcohol or drug use, sexual behavior, delinquent behavior, destruction of property, harassment or intimidation.
4. I recognize and accept the camp's policy on out-of-camp contact with campers, which is that the camp discourages such contact without written consent from the parents, with a copy sent to the camp office. Furthermore, I will not share any contact information (including but not limited to cell phone number, email address, AIM, weblog address or social networking site) with a camper unless the parent and Camp Director are fully aware of this exchange, the parent gives express permission for such contact, and I take full responsibility for it. I understand that the camp takes no responsibility for securing this permission.
5. Once I identify myself as a staff member at camp, the general public may see me as a spokesperson of camp. I therefore understand that as a condition of volunteering at Camp H-Town I agree to and adhere to the guidelines outlined above. I understand that if any of the guidelines outlined in this measure are violated, it may result in disciplinary and/or legal action including but not limited to termination of my services.

I _____ acknowledge and agree to the above *Internet Communication / Social Media Policy* and recognize this as a condition to being accepted as a volunteer.
(PRINT NAME)

(SIGNATURE)

(DATE)