

Glisson Camp and Retreat Center
Glisson Communication and Social Media Policy

We know that the Internet, when used wisely, provides many safe ways to stay in touch and communicate with your friends from camp. We view Internet venues as your right to self expression and generally regard them in a positive light. Once you identify yourself as a camp employee in a social networking profile, website, group page or web blog, however; or use the camp name or logo, we require you, as a condition of employment at camp, to observe the guidelines below. Even if you do not intend to, and even if you state otherwise, once you identify yourself as an employee of our camp or use our camp name or any official or unofficial camp photographs or text, everything and anything that you post or say on the site can then be seen as a reflection of Glisson. These guidelines have been established to assure that all camp staff, employees, campers and families enjoy an emotionally and physically safe environment.

- 1) As a Glisson employee, before I...
 - a. use the camp name or logo in any way (including t-shirts)
 - b. use the camp name or photographs taken during camp programs or on camp property;
 - c. add a link from my group page, profile or other site to the official camp website;
 - d. include text or photographs that are the property of camp;
 - e. include photographs of other staff members;
 - f. or create a camp "group page" with any of the above items......I must request and receive *prior written approval* from the camp.

- 2) As a Glisson employee I agree to be respectful of the camp, its program, the campers and its employees in all communications in my profile, blog or other Internet sites and other communications. This includes 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 individual person's race, gender, religion, sexual orientation or disability;
 - d. I will not engage in sexually explicit, suggestive, humiliating or demeaning comments.
 - f. I understand that any form of communication with Glisson campers or staff is an extension of my ministry through Glisson.
 - f. I will stop any form of communication with a camper if the parent or guardian asks me to do so.

- 3) As a Glisson employee I agree not to use a social networking profile, group page, web blog or other Internet medium to discuss or show 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 will not post pictures of campers on any social networking profile, group page, web blog or other Internet medium.

- 5) Once I identify myself as a staff member at camp, which is to say as an employee of the camp, the general public may see me as an ambassador or spokesperson of camp. I understand that it is therefore a condition of employment that I agree to and adhere to the guidelines outlined above. I understand if any of the guidelines outlined in this policy are violated, it may result in disciplinary and/or legal action including possible termination of my employment.

Failure to abide by these guidelines may influence result in our ability to give you a positive reference, may jeopardize your future employment at Glisson and may even have legal consequences.

I, _____, agree to follow the guidelines listed in the Glisson Communication and Social Media Policy written above:

Print Staff Name

Date

Staff Signature