

Social Networking Policy*

Affecting Winnewald Day Camp Staff, our Parents, and Campers

This Policy is established to protect the privacy, confidentiality and interests of WINNEWALD DAY CAMP, camp staff, and our parents and campers.

While this policy is directed to activity where you are identified as a member of the WINNEWALD DAY CAMP community, you must also recognize that even private postings may become public, can reflect badly on WINNEWALD DAY CAMP and may result in action by WINNEWALD DAY CAMP. As a leader of children, you must be mindful of your responsibilities and the impact your words and actions have on the camp community. All staff members are required to adhere to the following.

1. **Defamatory Comments/Inappropriate Material:** You may not post any comments that are considered defamatory or any photos or images, or use language that is obscene, or otherwise offensive in nature. You should use the same guidelines that you would in any other interaction or communication at WINNEWALD DAY CAMP.
2. **Harassment/Proprietary Information:** You may not post anything on a social networking site that is derogatory, offensive or threatening to another person or confidential information about WINNEWALD DAY CAMP or any content that contains copyrighted materials without the written permission of the copyright or trademark owner. This includes anything that could be considered “bullying,” in accordance with our anti-bullying policy.
3. **Confidentiality:** You may not reveal personal information about an individual (name, image, likeness) or otherwise invade the privacy of another person without express permission; the use of name, image, likeness of any **MINOR** is forbidden. Additionally, employees may not impersonate others or create an account in order to mislead, confuse or deceive anyone associated with camp or about matters related to camp.
4. **Misrepresentation/Technical Abuse:** You may not discuss any public or camp-related issues in a way that creates the impression that you are representing the camp in this matter.
5. **Statements about WINNEWALD DAY CAMP: When posting content, you may not make any disparaging statements or negative statements about WINNEWALD DAY CAMP.**
6. **Communication with Campers/Parents:** There is to be no social media, e-mail, or phone contact initiated by staff members with campers and parents; however, Program Directors will correspond with parents through e-mail accounts established through the Camp.
7. **Facebook Profile:** Facebook profiles will be randomly viewed for inappropriate content.
8. Keep in mind that Facebook owns the right to everything you post and shares this information with other sites. Your resume is not private when posted to social media sites.

Any violation of this Policy will result in disciplinary action, which may include termination of employment.

*Although this policy was established for our staff, many areas apply to our campers and parents as well.