

Sample Internet Social Networking and Blogging Policy for Employees

In general, our camp views social networking sites (e.g., MySpace), personal Web sites, and Weblogs positively and respects the right of employees 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 at the camp, that employees observe the following guidelines when referring to the camp, its programs or activities, its campers, and/or other employees, in a blog or on a Web site.

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

Any employee found to be in violation of any portion of this Social Networking and Blogging Policy will be subject to immediate disciplinary action, up to and including termination of employment.

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