



Cali-Camp Policy for Employees Regarding Internet Communication

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 weblog, 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 logo or any official camp photograph or text, everything and anything that you post or say on the site can then be seen as a reflection of camp. 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 camp employee, before I...
 - a. use the camp name or official camp logo or camp photograph;
 - b. add a link from your 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 campers or other staff members;
 - e. or create a camp "group page" with the above items......I must request and receive *prior written approval* from the camp.
- 2) As a camp employee I agree to be respectful of the camp, its program, the campers and its employees in all communications in your profile, blog or other Internet sites and 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 individuals person's race, gender, religion, sexual orientation or disability;
 - d. I will not engage in sexually explicit, suggestive, humiliating or demeaning comments.
- 3) As a camp employee 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 understand that I may not give my cell phone number, email or AIM address, weblog address or social networking site name or other contact information to a camper unless that camper has a consent form signed by his or her parent on file for the current camp season. If I am uncertain about the status of this form I understand it is my responsibility to verify that camper has a form on file for the current camp season.
- 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 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 measure are violated, it may result in disciplinary and/or legal action including possible termination of my employment.

I have read and understand the above guidelines and agree to their terms.

Staff Signature

Date