



SOCIAL MEDIA POLICY

Social Media, when used wisely, can be a great way to stay connected and express yourself.

Once you identify yourself as a camp staff member in a social networking platform, or use the camp name, logo, any official camp photograph, or text, everything and anything that you post or say in that medium can then be seen as a reflection of camp.

That is why we require you, as a condition of serving at camp, to observe the guidelines below.

Note: For purpose of this policy, the term "staff members" will include all volunteers, board members, summer staff, and year around employees.

- 1) As a Trout Creek Bible Camp staff member, I understand that I must request and receive prior approval from the Camp Director before I:
 - a. Use the camp name or official camp logo in a public forum.
 - b. Add a link from my group page, profile, or other site to an official camp website.
 - c. Use text or photographs that are the property of the camp.
 - d. Use photographs of campers and/or other staff members.
 - e. *(Parents give permission for Trout Creek Bible Camp to use their children's photo in marketing and on our social media pages, but not for staff to post them on their private social media pages.)*
 - f. Create a camp "group page".
- 2) As a Trout Creek Bible Camp staff member, I agree to be respectful of the camp, its program, purpose, statement of beliefs, the campers, and its staff members in all communications in my e-mails, social media, profile, or 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, gender, religion, sexual orientation, or disability.
 - d. I will not use sexually explicit, suggestive, humiliating, or demeaning comments.
 - e. I will not post photographs that compromise anyone's privacy, or that is used to demean, humiliate, or otherwise embarrass anyone, or bring dishonor to God.
 - f. I will not communicate with any campers under the age of 18, regardless of gender, without parental permission.
 - g. I will not write posts that oppose the statement of beliefs and philosophy of Trout Creek.
 - h. I will not use camp photos in a negative light as deemed by the camp
- 3) As a Trout Creek Bible Camp staff member, I agree to not use any social media platform, group page, or other internet medium to discuss or display behavior that is prohibited by camp policies, including, but not limited to, alcohol or drug use, sexual behavior, delinquent behavior, destruction of property, harassment, or intimidation.
- 4) As a Trout Creek Bible Camp staff member, I understand that the camp has the following procedures in place to communicate with parents, churches, media, or any other outside groups in case of an emergency or major event at camp:
 - a. The Camp Director will be the official spokesman for the camp.
 - b. If necessary, the Camp Director will appoint another person to assist with any communication.
 - c. Trout Creek Bible Camp prohibits all staff members from posting information and details on their own social media profiles or sites, or to speak on behalf of the camp.
- 5) As a Trout Creek Bible Camp staff member, I recognize and accept the following for out-of-camp contact with campers:
 - a. I will use extreme discretion if communicating with campers in any social media platform until the camper is 18 years of age.
 - b. I will not communicate with the opposite gender.



- c. I will not share any contact information, including, but not limited to cell phone number, e-mail address, or social media (SnapChat, Instagram, Twitter, Facebook, etc.) unless the parents:
- 1) Are fully aware of this exchange and
 - 2) Give expressed, written permission for such contact and
 - 3) Take full responsibility for the communication.
 - 4) Postcards are the approved form of communication between Staff Member and Camper.

I understand that Trout Creek Bible Camp takes no responsibility for securing this permission.

- 6) Since I have served as a staff member at Trout Creek Bible Camp, the general public may see me as an ambassador or spokesperson of camp. I therefore understand that as a condition of employment/volunteering I agree, 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 discipline, dismissal, and/or legal action. My ability to be rehired, and even safety from legal action, is dependent upon following these guidelines.

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

Printed Name

Camp Name

Staff Signature

Date