



STAFF INTERNET COMMUNICATION POLICY

Staff members (and their parents if under 18) are required to read and sign below.

If you were a staff member at Camp Wise last summer, you most likely participated in a Staff Week session on year-round internet communication. While this is a relatively new topic for our staff training, it is something that camps (and schools, and all other programs that work with youth) have been grappling with for the last few years. It has become apparent that as a camp we have a responsibility to create guidelines for our campers and staff regarding the internet as a means of protecting our camp community. Please understand that this policy is in no way intended to be condescending or threatening. We appreciate and recognize that any previous online behavior that is contradictory to the guidelines below was not done maliciously. Rather, this policy has been created from a place of trust in our staff, an ongoing priority of education, and a confidence that you share our commitment to creating the best possible environment for our campers.

For the most part, we view online communication positively and respect your right to use these sites as a medium of self-expression. We see sites such as Facebook as positive ways to connect our camp community during the year. But, as staff members, it's important to understand that anything posted on the internet is public, not private, and therefore we ask you to be thoughtful about how you portray yourself online. A good rule of thumb is that if you wouldn't want your own parent reading something about you online, we wouldn't want our campers or their parents to be able to read it either. While we use the term "online communication" broadly, please be aware that this extends to any and all web content, including your postings on other people's pages, IM away messages and online groups.

As a condition of employment, you are required to follow the guidelines below:

1. As a Camp Wise employee I will not...

- a. Use the camp logo on my personal pages or sites.
- b. Include text or photographs that are the property of camp.
- c. Create an online "camp group" using any of the above.
- d. Post any images of campers online. (Camp asks for written permission from families to use camper photographs in our written and online materials. If you use a camper's picture without permission you are liable and can be sued.)
- e. Post any videos online that are filmed at Camp Wise or represent Camp Wise in any way without permission from the director.

2. As a Camp Wise employee I will be respectful of the camp, its employees and campers in all online communication. This includes:

- a. I will not use obscenities or other vulgar language.
- b. I will not engage in harassment or intimidation.
- c. I will not post derogatory comments regarding an individual'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 Wise employee I agree not to use the internet to display behavior (through words or pictures) that is prohibited by camp policy, including consumption of drugs or alcohol, sexual or delinquent behavior, destruction of property, harassment or intimidation.

4. I understand that whether I intend to or not, once I identify myself in any way as a staff member of Camp Wise, the general public will see me as an ambassador of camp. I understand therefore, that it is a condition of employment that I agree to and adhere to the above guidelines. Just as many employers and universities will "google" my name before hiring me or accepting me into their school, I understand that Camp Wise also uses the internet in their hiring process. If I choose to violate this agreement, I understand that it could result in disciplinary and/or legal action including possible termination of my current employment and may also impact future employment.

Please tear off and ONLY return the bottom part of this page to the camp office...

I have read the Staff Internet Communication Policy and I agree to abide by these guidelines.

Staff signature: _____

Date: _____

Parent signature: _____

Date: _____

(Required if staff member is under 18)