



Todd Martin Youth Leadership Social Media Policy - Volunteer

At Todd Martin Youth Leadership (TMYL), we understand that social media can be a fun and rewarding way to share your life and opinions with family, friends, and co-workers. However, use of social media also presents certain risks and carries with it certain responsibilities. To assist you in making responsible decisions about your use of social media, we have established these guidelines for appropriate use of social media.

Volunteers are responsible for the content of all text, audio, or images that are placed on or sent over the Internet. This includes, but is not limited to, fraudulent, abusive, profane, harassing or obscene messages or derogatory or inflammatory remarks about an individual's or group's race, religion, national origin, physical attribute or sexual orientation. Any of your conduct or content on social media that adversely affects your performance as a volunteer, the performance of fellow volunteers or otherwise adversely affects program participants and their families or people who work on behalf of TMYL or TMYL's legitimate business interests in any way may result in disciplinary action up to and including termination.

TMYL volunteers must monitor all social media outlets associated with their persons and manage them to include appropriate material. This includes the removal of inappropriate postings by friends, family and other contributors. It is at the discretion of the TMYL volunteer to determine what is appropriate material for their accounts and at what point questionable material should be removed.

The use of photos, logos, or images of TMYL participants or its programs is prohibited. If you use TMYL's name in any such communication, you should be especially careful to support and certainly not harm or ridicule TMYL's image or mission and it must be approved by the Executive Director prior to posting.

TMYL recommends that no volunteer initiate contact with program participants. If a participant is under the age of 18, TMYL prohibits volunteers from "friending", "following", "liking" or having a private association with them. TMYL reserves the right to question volunteers about their online relations with program participants. Online relationships put you at risk for everything up to and include termination. TMYL advises volunteers to adjust privacy settings to limit volunteer interaction with program participants. TMYL advises volunteers to refrain from making formal social media connections with program participants while they are associated with the program.

TMYL does not intend to interfere with any volunteer's private life, but publicly observable communications, actions or words are not private. By signing below, the volunteer agrees to meet or exceed the expectations expressed in the document. Failure to do so at any point can result in disciplinary actions or termination.

Volunteer's Printed name: _____

TMYL Staff's Printed Name: _____

Volunteer's Signature: _____

TMYL Staff's Signature: _____

Date: _____