4-H CAMP WYOMOCO  
Employee Internet Communication Policy

When an employee identifies themselves as a camp employee in a social networking profile, website, group page or weblog AND/OR use the camp name, logo or any official camp photograph or text, anything that you post in that medium can then be seen as a reflection of camp. We require, that as a condition of employment at camp, employees observe the guidelines below. These guidelines will assure that camp remains an emotionally and physically safe environment for all staff, employees, campers, and families.

1. As a camp employee, before I:
   a. use the camp name or official camp logo or camp photograph;
   b. add a line from my 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 staff members;
   e. or create a camp “group page” with the above items…
       …I must request and receive prior written approval from camp.

2. These are the expectations of all 4-H Camp Wyomoco employees:
   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 compromizes anyone’s privacy or that is used to demean, humiliate or otherwise embarrass anyone.
   f. As a camp employee I agree to be respectful of the camp, its program, the campers and its employees in all communications in my e-mails, IMs, profile, blog or other Internet sites.

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 will not share any contact information (including, but not limited to cell phone number, e-mail address, AIM, weblog address or social networking site) with a camper unless their parents are fully aware of this exchange, give expressed permission for such contact, and take full responsibility for it. I understand that the camp takes no responsibility for securing this permission.

5. Once I identify myself as a staff member at camp the general public may see me as an ambassador of camp. I therefore understand as a condition of employment I agree to adhere to guidelines outlined above. I understand that 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