



## Social Media Agreement

1. As representatives of the Huntsville Cave Rescue Unit, Inc. (HCRU), members of HCRU shall not criticize or ridicule the HCRU, its policies, its officers or other members, or any other agencies by speech, writing, or other expression, including but not limited to:

- a. Language that could be considered defamatory, obscene, slanderous, libelous, or unlawful; and/or
- b. Language that interferes with the maintenance of proper discipline; and/or
- c. Language that damages or impairs the reputation and/or efficiency of the HCRU or member.

This includes, but is not limited to, written, audio, video, or visual images communicated via or using HCRU resources or personal devices such as mobile phones, radios, PDAs, electronic tablets, laptops, desktop computers, and other similar devices via social media such as Facebook, MySpace, Twitter, LinkedIn, Instagram and other similar on-line sites, communities, and/or networks.

2. Members of the HCRU shall not block other members or page administrators on Facebook or any other social media.

3. Any written, audio, and/or visual images to be posted or communicated by a member relative to HCRU in any capacity must be approved for such communication by a member of the HCRU Board or HCRU social media personal appointed by the Board. The HCRU Chairperson has final say on all social media issues.

4. Potentially damaging use of social media will not be tolerated and can be grounds for disciplinary action up to and including dismissal and legal action. Damaging use includes but is not limited to:

- a. Profane language or content.
- b. Content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, or status with regard to public assistance, national origin, physical or mental disability, or sexual orientation.
- c. Sexual content or links to sexual content.
- d. Conduct or encouragement of illegal activity including Health Insurance Portability and Accountability Act (HIPAA) violations.
- e. Information that may tend to compromise the safety or security of the public or public systems.
- f. Content that violates a legal ownership interest of any other party.
- g. Information, photo, or video from incidents which have not been cleared for usage by the HCRU

5. Under no circumstances may the name of HCRU or its logo be used in social media in conjunction with any communication included in paragraph 4 above.

By signing below, I \_\_\_\_\_, agree to abide by the restrictions within the Huntsville Cave Rescue Unit's Social Media Agreement. I understand that violating this agreement can result in dismissal from and/or legal action by HCRU.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date Signed