

## **California –Nevada Conference Camping and Retreat Ministry Guidelines regarding -Social Networking and Blogging for Camp Staff/Volunteers**

In general, the Conference Camping Program takes a positive view of social networking sites (e.g. Instagram, Twitter, Facebook, etc. and PERSONAL websites, and Weblogs) and respects the right of staff/campers to use them as a medium of self-expression. IF staff/campers choose to identify him or herself as staff for one of our camp programs on such Internet venues, some readers of such Websites or blogs may view the staff/camper as a representative or spokesperson of the camp. In light of that possibility, our program requires, as a condition of serving on staff at camp, that staff observe the following guidelines when referring to the camp, its programs, or activities, its campers, its volunteers, staff or other leaders, in a blog or on a Website:

1. Staff/campers must be respectful in all communications and blogs related to or referencing the camp, its camps or its employees or volunteers.
2. Staff/Campers must not use obscenities, profanity, or vulgar language.
3. Staff/Campers must not use blogs or personal Websites to disparage the California- Nevada Annual Conference, camp, campers or other staff or volunteers.
4. Staff/Campers must not use blogs or personal Websites to harass, bully, intimidate other staff or campers. Behaviors that constitute harassment or bullying include, but are not limited to, comments that are derogatory with respect to race, religion, gender, sexual orientation, color, or disability; sexually suggestive, humiliating, or demeaning comments; and threats to stalk, haze, or physically injure another staff member, volunteer, or camper.
5. Staff/Campers must not use blogs or personal Websites to discuss engaging in conduct that is prohibited by camp policies, including but not limited to, the use of drugs and alcohol, sexual behavior, sexual harassment, abuse, violence and bullying.
6. We highly encourage and request that our volunteers create a separate social network profile for the sole use of ministry social networking. It creates a clear boundary between your personal and ministry life on social networking. As well we ask that you as an adult staff/volunteer request to “friend” a minor; and only accept “friend” requests on your separate ministry profile/account.
7. **If staff/campers posts photos on social network sites, PHOTOS MUST NOT BE TAGGED with names or location indicators. Parents must opt out of this to prohibit, we will notify you if any do, and in that case NO POSTING OF ANY PHOTOS....All photos must be appropriate and within the spirit of the mission of our ministry.**

Any staff, volunteer or campers found to be in violation of any portion of these procedures will be subject to dismissal or denial of future involvement in the camping ministry program.