



Job's Daughters International Social Media Policy

Job's Daughters International acknowledges the fast-paced electronic age and its positive and negative impact on members. As a non-profit community group, we are committed to promoting responsible social media usage among our members and volunteers.

Intended Use:

This Policy provides guidance to all Members and Volunteers of Job's Daughters International regarding the use of social networking platforms during their membership or interactions with Job's Daughters.

It outlines the acceptable use of social media and highlights what must not occur when using any social media associated with Job's Daughters International. Failure to comply with this policy may result in disciplinary action.

Legal Considerations:

There are legal consequences for individuals and organizations that breach defamation, privacy, child protection, discrimination, bullying and harassment, copyright, and intellectual property laws. Social media should be used responsibly, considering age appropriateness and the specific requirements of individual social media policies, which may change over time and vary between platforms. As of 2023, the minimum age to engage with Facebook is thirteen years.

Social Media Platforms:

This policy encompasses all current and future social media platforms. Examples include, but are not limited to:

Social networking sites: Facebook, LinkedIn, Bebo, and Friendster

Video and photo sharing websites: SnapChat, Flickr and YouTube

Micro-blogging sites: Twitter

Blogs: including corporate blogs and personal blogs hosted by traditional media publications

Forums and discussion boards

Online encyclopedias: e.g., Wikipedia

Use of Social Media as part of your role in Job's Daughters:

If you are encouraged by your Jurisdiction or Job's Daughters International to participate in social media sites as part of your role within Job's Daughters, ensure a clear understanding of the specific requirements. Always exercise responsibility and judgment in all material posted on social media sites. The same rules that apply to in-person interactions as a representative of Job's Daughters International also apply to actions on social media. The normal authorization and approval process for content and photos still applies.

Protecting Minors' Privacy:

Personal details (e.g., names, addresses, or phone numbers) of other members (both adult and youth) or volunteers, especially minors, must not be published online. It is prohibited to use last names or tag personal accounts. Official Daughter Leadership position platforms should not use last names. E.g. Natasha MIJD

Politeness and Respect:

Members and Volunteers should be always polite and respectful of others' opinions. Refrain from posting comments that harshly criticize or undermine posts made by others.

Personal Use of Social Media:

While Job's Daughters International understands that members use social media for personal reasons, it is essential to consider the potential impact on the Job's Daughters community and reputation. Material posted online may be visible to others within the JDI community or the public, even if later deleted. Use social media responsibly, exercising judgment and common sense. If in doubt, do not post.

Prohibited Actions:

When using social media associated with Job's Daughters International, members and volunteers must not:

- Post images of children on social networking sites without written authorization from the child's parent or legal guardian for that specific image.
- Use Job's Daughters International's logo to create a branded account unless authorized in writing.
- Contribute content that may bring disrepute to themselves, other Members, or Job's Daughters International, such as offensive blogs or photos.
- Engage in conduct not acceptable in the workplace or Job's Daughters context, including making adverse, offensive, or derogatory statements or engaging in unlawful discrimination, harassment, or bullying directed at any members, volunteers, Council members, Jurisdiction, or Board Members.

-Disclose any confidential information about Job's Daughters, including information about other Members, volunteers, children, parents, or the Board.

-Breach copyright laws by using others' material, text, images, photographs, music, logos, or trademarks without permission.

-When announcing events with minors, avoid providing precise addresses or exact locations. Instead, use general venue names or areas without disclosing specific details that could lead to the identification of the event's location.

Personal Liability:

Information and statements provided on social media can have significant personal consequences, such as defamation or unlawful discrimination, harassment, or bullying. Caution should be exercised when making statements about individuals or Job's Daughters International, and copyright laws should be respected when using others' material.

General:

It is important to consider the underlying principles as this policy does not provide an exhaustive list of terms and conduct. Contact your State Guardian or the Supreme Office right away if you find something online that could harm Job's Daughters International's reputation.

Our policy shows our commitment to creating a safe and secure environment, especially for minors. To further protect our members, we require all users to keep addresses and specific event details off public profiles. Together, we can maintain a positive online presence while prioritizing the safety and security of those we serve.

Compliance and Review:

This Policy sets out the rules for using social media and is applicable to all Job's Daughters International Members and volunteers. The Policy is subject to an annual review by the JDI Social Media Director and Board of Trustees to ensure its relevance and effectiveness.

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