Social Media Policy

Wheatbelt Health Network

Purpose:
The purpose of this policy is to ensure that employees do not engage in online communication that is disparaging and/or discriminatory towards WHN and/or colleagues, clients, patients and stakeholders. Communication may include, but is not limited to emails, blogging and posts via social media sites such as Facebook, MySpace, Twitter, YouTube and Flickr. Disparaging communication includes negative, adverse, inappropriate, offensive, discriminatory and abusive blogs/posts that criticises WHN and/or colleagues, clients, patients and stakeholders in a public way.

The use of online communication via social media to post or blog disparaging comments about WHN and/or colleagues, clients, patients and stakeholders is a breach of an employee's duty of fidelity and good faith which will result in disciplinary action and in some cases termination of employment

Scope:
This policy applies to all staff within WHN.

Policy:
This policy covers all online communication via social media sites made by an employee, whether during work hours on a work computer, or during work hours on a personal electronic device, or outside work hours on a personal electronic device. Online communication via social media sites that is prohibited includes, but is not limited to, communication that:

- Mentions the WHN by name, its business operations or confidential information
- Is defamatory
- May be construed as discriminatory or bullying
- Bullies, harasses, discriminates or vilifies work colleagues
- Includes abusive status updates and/or blogs that criticise work colleagues, clients, patients, stakeholders, offends other and/or breaches their employment obligations in public ways; and
- Publicises or comments on workplace disputes

An employee whom engages in online communication to make disparaging comments about WHN, management, colleagues, clients, patients, and stakeholders will be in breach of their duty of fidelity and good faith. Such conduct will be found to be misconduct which will result in disciplinary proceedings and may lead to termination of employment.

Signed: _____Dated: _____