

<b>Type of policy:</b> Governance	<b>Approved by:</b> Council
<b>Date approved:</b> December 7, 2023	<b>Next Review date:</b> December 2026
<b>Amendment dates:</b>	

## Policy on Social Media Use by Council and Committees Members

### **Purpose**

This policy establishes guidelines for reasonable use of social media by CRPO Council and committee members, balancing good governance, appropriate conduct, and free expression.

### **Relevant Legislation**

CRPO By-laws, articles 17, 18, Schedule 3.

### **Scope**

This policy applies to all elected and appointed members of CRPO Council, committees, and working groups.

### **Definitions**

**Social Media:** Any application or website that allows users to engage directly or indirectly with others publicly, including but not limited to blogs, comment sections, LinkedIn, Facebook, X, Threads and Discord.

### **Policy**

Council and Committee members (“Members”) are free to use social media outside of their capacity as Members.

Members understand that messages, images, videos, and other content they post to social media are matters of public record and may be used by CRPO in any internal proceedings.

### *Prohibitions*

Members do not discuss or refer to confidential CRPO information on social media.

Unless authorized by CRPO to communicate on its behalf, Members must avoid:

- Using their Council or committee title on social media<sup>1</sup>

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<sup>1</sup> Online resume sites, e.g., LinkedIn, are exempt from this provision. However, this exemption does not apply should a Member use their title in posts outside of the resume section on such sites.



- Giving the impression they are speaking on behalf of the College, and if necessary to clarify confusion, Members state they are speaking in their personal capacity
- Publicly disagreeing with decisions made by Council or a committee

Members do not engage in behaviour that might reasonably be perceived as verbal, physical, or sexual abuse, harassment, or discrimination.