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**Community
Living
Toronto**



Where choices change the lives
of people with an intellectual disability

Social Media User Guide

November, 2011

Introduction

These are the official guidelines for social media use at Community Living Toronto. If you're a Community Living Toronto employee, intern, student or contractor/consultant creating or contributing to any kind of social media, these guidelines are for you. We want you to be part of the conversation and our online community – to share your insight, your experiences and engage with your colleagues, friends, volunteers and the people we support. We expect all who participate in social media at Community Living Toronto to understand and follow these guidelines, and to be aware that they will continually evolve as social media evolves. Check back periodically to make sure you're up to date.

Social Media – What is It?

Social media sites, like facebook, Twitter and YouTube are exciting avenues for communication in our professional and personal lives. Staff and volunteers are encouraged to use social media tools to:

- Engage in the public awareness activities of the Association
- Keep up to date on information, issues and trends
- Participate in events and activities

Currently, Community Living Toronto has a facebook 'fan' page, a YouTube channel, and a twitter account. These accounts are maintained, along with the corporate website, by Public Relations staff. All official media, event and news related to the Association is promoted via Public Relations through those main social media streams. You, the people we support and our members, donors and volunteers are all invited to participate in it!

A Few Things...

With any new media, comes new things we need to remember to ensure that we get the most out of them. Below are a few things you should keep in mind when participating in social media at work, or at home. In fact, they're so important, you may read them more than once.

Don't forget your day job! Social media activities should never interfere with your duties. See 'Consequences and Discipline' section on page 4.

Live the Community Living Toronto Mission: *Community Living Toronto changes the lives of people with an intellectual disability by giving them a voice, and supporting their choices where they live, learn, work and play.* In online social networks, the lines between public and private, personal and professional are blurred. Just by identifying yourself as being employed by the Association, you are creating perceptions about Community Living Toronto and your expertise. Remember that social media is about building relationships.

Understand and use privacy settings. We don't expect all of your social media use to be work-related, but we do expect you to keep the items you share with your close personal friends separate from what you share with your work "friends."

Be yourself. You are responsible for the content you post. Never impersonate someone else, or purposely obscure your identity. Build your own reputation. Care about what you are talking about.

How Does Community Living Toronto Use Social Media?

Social media presents new ways for Community Living Toronto to build relationships and engage our stakeholders in a conversation, which includes not only the people we support and their families, but staff. Social media also helps us expand our donor, membership and volunteer base.

Traditional practices of public relations, event promotion, advocacy, donor solicitation, storytelling and fund raising have been revolutionized by web 2.0. Sites like facebook, twitter, youtube and blogging allows us to understand our audiences in new ways; with real-time insight into not only how many people are reading and following what we're doing, but how they *feel* about it. Story telling in particular has improved with the ability to instantly use audio, visual and textual elements to share stories.

All official media, event and news related to the Association is promoted via Public Relations through those main social media streams.

Any employee wanting to create a work-related page should discuss this with their manager and Public Relations beforehand.

Social Media and our Mission and Vision

Our online presence includes various tools that people can use to share their stories, best practices and connect with each other. While each may have distinct functionality, they all help to further the vision and mission of Community Living Toronto.

Our mission tells the public what Community Living Toronto promises to do. Our vision tells us how we (staff, members, donors, volunteers and the people we support) will do that, and the core values that drive our work:

caring staff and community
celebration
choice
committed leadership
collaboration

These values should drive our social media use at Community Living Toronto. Engage in the conversation by sharing your knowledge and expertise.

Key things to Remember

You Are Responsible For What You Post

A general rule of social media is 'edit twice, publish once.'

Remember privacy, slander/libel, harassment and copyright laws all apply to social media.

Recognize that you are legally liable for anything you write or present online. Employees can be

disciplined for commentary, content, or images that are defamatory, pornographic, proprietary, harassing, libelous, or that can create a hostile work environment. You can also be sued by company employees, competitors, and any individual or company that views your posting.

Disclosure Alert – Don't Tell Secrets!

It's easy to share more than you should so it's important to remember that once something is posted online it's there forever. Remember you shouldn't be revealing anything considered 'internal' - that includes operations of Community Living Toronto, finances or projects that are not yet public. If you're not sure whether you should post something, check with Public Relations or refer to the Policy and Procedures Manual. Again – respect privacy laws when posting names, photos and other information related to the people you support.

Be Up Front & Transparent

We've already said it, but yes, be yourself and indicate that you are part of Community Living Toronto. Never misrepresent yourself, post anonymously or pretend to be someone else – remember everything is traceable online. Be clear that you are speaking for yourself and not Community Living Toronto.

Only official Association pages and accounts should have the Association's logo, mission and public photographs and images, and those of our partners. If you have an idea or project that would mean including official branding, contact Public Relations to discuss it first.

Sharing Personal Information – How Much Is Too Much?

Protecting your personal privacy, as well as that of others should be top of mind when using social media tools. Check before posting photos, or other personal information - even if you know them well, they may not want to be thanked via your status line on facebook. At Community Living Toronto, posting event photos on your personal page is not permitted – our publicity release agreements do not cover posts on your pages. Instead, post it on our CLToronto page's wall, or ask us to post it for you.

Remember it's not a competition – post when you have something to say, we don't need to know you're making muffins (unless you're bringing them to the office).

Be Respectful!

Anti-harassment, code of conduct and general policies apply to social media so remember to be respectful of your colleagues and Community Living Toronto. If you discover a negative comment or a comment that could impact the Association's reputation, refer to the contact list at the end of this User Guide.

Remember Your Day Job!

Yes! Remember your day job! Social media is fun, quick and everyone seems to be online all the time. However, social media use – whether on behalf of the Association or not – should never interfere with your job duties and responsibilities. Or your life, for that matter.

Personal Use of Social Media

Personal posts can have an impact on Community Living Toronto's reputation and your own; that photo of you with a lampshade on your head is funny, but is there for your colleagues to see. And while your wall posts may be private to only your friends, someone who's posting onto

your wall may not have the same setting, leaving your comment thread open to colleagues and work ‘friends.’

Ditto for status updates – read twice, publish once. What do you really mean? It’s easy for your colleagues to assume you’re talking about work when you’re really venting about construction on your street. Avoid this potential embarrassment, and flack, by being clear about what you’re posting about.

Mistakes happen.

If you make a mistake, admit it quickly. Most of the time, you can then move on. If not, contact Public Relations and let us help you fix it; explain the situation and we can work together to find a solution.

Consequences and Discipline

Social media is increasingly permeating every aspect of our lives, including our work. But remember there is work to do and spending all day on social media and not doing our regular work – which is our mission – will result in consequences, as outlined in the Human Resources Policy and Procedures Manual.

Most importantly, failure to abide by these guidelines and our Human Resource or General Policy and Procedures manual could put your participation at risk, and result in consequences that range from: a warning to withdrawal of social media participation up to and including termination of your employment at Community Living Toronto.

We expect all who participate in social media on behalf of Community Living Toronto to not only inform Public Relations that they’re engaging in the conversation, but to be trained, to understand, and to follow these guidelines. Failure to do so could put your future participation at risk.

I’ve Still Got Questions, Who Should I Contact?

Still have questions? Not sure whether you should post something? See something online you think we should know about? Don’t know what a ‘hashtag’ is or what we mean by a ‘wall’? You can speak to your Manager or contact us:

Karen Bell, Manager Public Relations
kbell@cltoronto.ca or 647.729.1179, or

Karolina Kluska, Communications Coordinator
kkluska@cltoronto.ca or 647-729-1254, or

Angela Bradley, Director Public Relations & Fundraising
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