

National Association of Racing Staff



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Social Media Policy

Date; 04/02/2016

Signed; George McGrath, Chief Executive

This policy applies to employees, members of the Executive and Regional Committee's and Regional Co-ordinators. For the purpose of this policy these persons are referred to as NARS "Representatives".

This document sets out NARS's policy on the use by its Representatives of social networking sites such as Facebook, Twitter, Instagram, Bebo, Myspace and others.

NARS acknowledges that online social networking sites are an important part of many people's lives and useful ways to keep in touch.

NARS respects its Representatives right to a personal life but to protect NARS from breaches of confidentiality, damage to its reputation and its interests through the way in which Representatives conduct their personal lives, NARS has this policy so that Representatives are aware of the reasonable conduct which is expected of them in their private lives online.

Representatives should bear in mind that depending on the nature of the posting and their security setting, it is possible that the posting can be read by anyone, anywhere in the world and it may be accessible for some time afterwards.

It is accepted that Representatives may want to talk about NARS. However, if NARS is brought into disrepute or its interests affected this may:

- Constitute misconduct or gross misconduct and may result in disciplinary action including dismissal without notice, or
- Result in being stood down from NARS duties

The following will be deemed as unacceptable behaviour which could constitute misconduct or gross misconduct and which may result in disciplinary action including dismissal without notice:

- Publishing defamatory and/or knowingly false material about NARS, NARS's associates or NARS members on social networking sites
- Disclosing confidential information relating to NARS or its members

This list is not exhaustive but is an example of behaviour which would be deemed to be unacceptable conduct and which may result in disciplinary action against you.

If a Representative has any concerns or grievances relating to NARS please contact either the Chief Executive or Office Manager. It is not appropriate to raise such concerns on a social networking site.