



Social Media Policy

- ALRA recognises that many staff & students make use of social media in a personal capacity. Everyone must be aware that they can impact on ALRA's reputation if they are identified as being ALRA students or staff.
- An online profile may reference ALRA's name as a place of study or work, but it needs to be made clear that any comments/posts made by the account holder are personal. A disclaimer such as "The views I express here are mine alone and do not necessarily reflect the views of ALRA" will help clarify this.
- Any communications made in a personal capacity through social media must not:
 1. Do anything that could be considered discriminatory against, or bullying or harassment of, any individual e.g. making offensive or derogatory comments relating to sex, gender reassignment, race (including nationality), disability, sexual orientation, religion or belief or age; using social media to bully another individual or; posting images that are discriminatory/offensive or links to such content;
 2. Bring discredit upon ALRA e.g. criticising or arguing with students, staff or other individuals; making defamatory comments about individuals or other groups; posting images that are inappropriate or links to inappropriate content;
 3. Breach confidentiality e.g. revealing confidential information owned by ALRA; giving away confidential information about an individual or organisation.