These are the official guidelines for social media use on behalf of the International Association of Culinary Professionals. If you are an IACP member and/or a participant of IACP social media accounts, these guidelines are for you. We expect all who participate in our social media to follow these guidelines, and to be aware that they will continually evolve as social media evolves. Please check back occasionally to make sure you are up to date.

What does "social media" mean? Social media means all online forms of publication or discussion including (but not limited to): Facebook, Twitter, SnapChat, Linkedin, Instagram, Pinterest, Youtube, Vimeo, blogs, and forums.

What happens if I violate the guidelines?

Posts or comments that violate our policies will be removed. Users that repeatedly or grossly violate our guidelines may be banned from our social media platforms. In extreme cases, users who violate our policies may have their IACP membership stripped and may be reported to law enforcement.

Basic Guidelines:

- Do not harass.

- Use common sense, be polite, and respect the shared space.

- Give credit where credit is due.

- Provide meaningful content- no spam or self-promotion.

- Adhere to all laws and industry standards

- Get approval before forming IACP connected accounts

- Recognize IACP as the moderator.

More on Our Guidelines:

- **Do not harass.** IACP has a zero tolerance policy towards harassment or bullying. Harassment can include, but is not limited to: unwelcome and

offensive comments related to gender, gender identity and presentation, sexual orientation, disability, physical appearance, race, and religion; repeated and unwanted engagement with other users on IACP social media; intimidation or violent threats; unwelcome and persistent sexual attention. IACP reserves the right to immediately ban any user who engages in harassment.

- **Use common sense, be polite and respect the space:** When engaging with our social media, be polite to other users as well as towards our organization. Pause and think before responding to comments you disagree with, stay appropriate, and do not make personal attacks. IACP social media should be a safe place for all, users who make others repeatedly uncomfortable may be banned. Negative comments, misrepresentations about our organization, or disrespectful remarks may be removed at the sole discretion of our organization and may result in banning.

- **Give credit where credit is due:** If you are taking information from a source, make sure to cite or link to the source in posts. Plagiarized material will be removed.

- **Provide meaningful content- no spam or self-promotion:** Our social media exists to provide information to our members and the public about our organization. It also exists to allow our members to interact and engage with each other on a meaningful level. Self-promotional content and spam may be removed at the sole discretion of IACP staff.

- **Adhere to all industry laws and standards**: When utilizing our social media channels, conform to all IACP guidelines as well as other laws and legislation including:

   o Privacy protections like HIPPAA

   o Intellectual property laws and guidelines

   o Copyrighted, proprietary or trade-secret information.

- **Get approval before forming IACP connected accounts:** Please reach out to us before you open a social media account with IACP in the name. We want to make sure that information presented in these spaces is consistent, factual, and appropriate to our organization.

- **Recognize IACP as the moderator:** We value the opinions of all of our members and welcome open, free-thinking dialogue. IACP will act as the final authority on whether a post or comment will be removed and on whether a user will be banned and membership revoked. If we feel that a user has grossly violated our policies, and is a danger to themselves or others, we may report this user to law authorities.

If you have any questions or feedback about these policies, you can reach us at info@iacp.com.