



## **Presbyterian Homes & Services Comment Policy for Social Media:**

### *Summary*

Comments on PHS blogs and social media sites will be encouraged. PHS makes no commitment to respond to every comment. PHS requires the email or profile ID of commenter on PHS owned and managed sites. Comments will be reviewed before they are posted and comments that are off-topic or promote a commercial product or service will be deleted. Civility is expected by the commenter; disagreements are fine, but mutual respect must be upheld, and profanity or abusive language is out-of-bounds.

### *Formal Policy*

Commenting privileges on PHS owned or managed sites require identification by name, email or social media profile.

By posting any comments, posts or other material on PHS blogs or social media sites, a commenter gives PHS the irrevocable right to reproduce, distribute, publish, display, edit, modify, create derivative works from, and otherwise use a submission for any purpose in any form and on any media.

The commenter also agrees not to:

- Post material that infringes on the rights of any third party, including intellectual property, privacy or publicity rights.
- Post material that is unlawful, obscene, defamatory, threatening, harassing, abusive, slanderous, hateful, or embarrassing to any other person or entity as determined by PHS in its sole discretion.
- Post advertisements or solicitations of business.
- Post chain letters or pyramid schemes.
- Impersonate another person.
- Allow any other person or entity to use their identification for posting or viewing comments.
- Post the same note more than once or "spam."

PHS reserves the right (but is not obligated) to do any or all of the following:

Remove communications that are abusive, illegal or disruptive, or that otherwise fail to conform to these Terms and Conditions.

- Terminate a user's access to the blog feature upon any breach of these Terms and Conditions.
- Edit or delete any communications posted on the blog feature, regardless of whether such communications violate these standards.

The commenter agrees to indemnify PHS against any damages, losses, liabilities, judgments, costs or expenses (including reasonable attorneys' fees and costs) arising out of a claim by a third party relating to any material the commenter has posted.