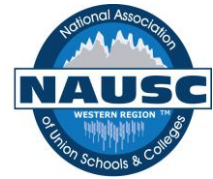


Saskatchewan Piping Industry Joint Training Board

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SASKATCHEWAN PIPING INDUSTRY JOINT TRAINING BOARD (SPIJTC) SOCIAL MEDIA POLICY

Social media sites are powerful tools for building relationships, marketing our training schedule and discussing the important issues facing the Local 179 membership and industry. However, when used improperly, social media can give rise to serious legal and other problems. This SPIJTC policy was developed to help minimize such problems and to promote safe spaces in social media for free and open discussions.

Members shall refrain from posting anything on SPIJTC social media that:

- Is untruthful, defamatory, libelous or invades a person's privacy
- Is discriminatory, hateful, harassing or threatening
- Is obscene, profane or vulgar
- Violates copyright, trademark or other intellectual property rights
- Attacks SPIJTC as an institution or discloses proprietary, confidential or other information that interferes with the performance of its legal or contractual obligations
- Includes spam, flaming or flooding
- Includes advertising or solicitation

SPIJTC reserves the right to delete or block any content and/or user on SPIJTC social media when the content and/or user violates these rules. Members should also be aware that communications through SPIJTC social media sites or page shall, in no way, constitute a legal or official notice, comment or request to SPIJTC.

The ground rule policy represents only minimum standards of conduct on social media. Words and deeds can reflect on SPIJTC and Local 179 members, regardless of intent.

