

## **Social Media Policy**

Social media are defined as any web application, site, or account created and maintained by the Neenah Public Library (NPL) which is an environment for library staff and library customers to share opinions and information about library related materials and activities. We encourage comments and we recognize and respect differences of opinion. Comments may, however, be blocked, edited, or removed if they contain:

- Obscene, profane, or sexual content
- Conduct or encouragement of illegal activity
- Information that may tend to compromise the safety or security of the public or public systems
- Content that violates a legal ownership interest of any other party
- Personal attacks, insults, or threats
- Potentially libelous statements
- Organized political or religious activity or proselytizing
- Private, personal information published without consent or about a minor
- Content or hyperlinks unrelated to the forum
- Commercial promotions or spam
- Content that promotes, fosters, or perpetuates discrimination on the basis of race, creed, color, ancestry, national origin, age, sex or gender, handicap or disability, arrest or conviction record, marital status, sexual orientation, military service, or the use or nonuse of lawful products outside of the workplace
- Images or sound recordings related to any of the above

Your submission of content constitutes your acceptance of these guidelines and your agreement to indemnify NPL and/or the City of Neenah, its employees and officers, from and against all liabilities, judgments, damages, and costs (including attorneys' fees) incurred by any of them which arise out of or are related to the posted content.

Neither NPL nor the City of Neenah is obligated to take any actions as described above and neither is responsible or liable for content posted by any user. Users should recognize that their comments are being published in a public space available to anyone. There are no private postings.

Any content posted on the library's website is a public record and is regulated by the Wisconsin State Public Records Law.