

SOCIAL MEDIA USAGE GUIDELINES OF THE AMERICAN INTERNATIONAL RECRUITMENT COUNCIL

In order to foster a healthy community, AIRC is committed to ensuring civil and respectful discussions and protecting privacy and intellectual property. AIRC does not discriminate against any views, but does monitor content and reserves the right to remove, without prior warning, the types of content listed below. AIRC follows a notice and posting removal procedure for complaints of copyright violation under the Digital Millennium Copyright Act. These include:

- Comments that contain abusive, vulgar, offensive, threatening or harassing language, personal attacks of any kind, unsupported accusations, defamatory language or offensive terms that target specific individuals or groups.
- Comments that reveal personally identifiable information (PII). PII, a term used by the U.S. government, refers to information that can be tied to an individual's identity: name, Social Security number, address, and phone number.
- Comments about Certified Agencies, Agency Applicants, or agencies that had applications for Certification denied and other certification-related communications that are privileged, personal, proprietary or otherwise not for public disclosure.
- Spam and comments that are clearly "off topic." Gratuitous links to websites that are not relevant to discussions are viewed as spam and will result in the comment being removed.
- Advertising, solicitations, commercial endorsements, comments that promote services or products, and comments that involve political campaigning or lobbying.
- Content that employees do not have the right to post: AIRC will not edit comments posted to our social media sites. If material provided by a user contains violations of these rules, we will remove the comment in its entirety.
- Content that includes posting of any AIRC logo or trademark without express permission for their use. AIRC reserves the right to ban from its social media platforms any users who repeatedly violate AIRC's comment policy.

AIRC recognizes that social media provides opportunities for engagement at any time and that AIRC may not be able to immediately remove comments that violate its policies, but that action will be taken as soon as possible.

Comments published on AIRC social media platforms are public. If you want to communicate with AIRC in private, have a question you need AIRC to answer, or have a complaint about a Certified Agency or agency applicant, do not post to our social media sites. Instead, visit our website (www.airc-education.org) where you will find specific contact information. Communications made through social media posts will in no way constitute a legal or official notice or comment to the American International Recruitment Council.

American International Recruitment Council

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