

Social Media Code of Conduct

Purpose:

Esperanto-USA values constructive dialogue where all are able to discuss themes related to the international language Esperanto. This code of conduct is established in order to maintain a respectful and safe environment on Esperanto-USA's social media platforms, ensuring that all members can engage in constructive and respectful discussions.

Scope:

This policy applies to all members of the organization and visitors to our social media platforms, including but not limited to email, Facebook, Twitter, Instagram, Slack, Telegram, and others.

Definitions:

- **Harassment:** Includes but is not limited to inflammatory comments, threats, hate speech, spam, intimidation, ridicule, insults, and unreasonable demands.
- **Blocking:** Restricting an individual from interacting with the organization's social media platform(s).
- **Spam:** Irrelevant and/or duplicated content, such that discussion is disrupted.

Policy:

1. Code of Conduct:

- a. All members are expected to engage respectfully, refraining from making inflammatory or derogatory comments.
- b. Harassment in any form is strictly prohibited.

2. Reporting:

- a. Members and visitors can report harassing behavior to the Board of Esperanto-USA or their delegate.
- b. Reports must include specific examples and, if possible, screenshots of the offending behavior.

3. Assessment and Warnings:

- a. The Board's delegate will promptly review reported incidents in conjunction with the account manager.
- b. If the behavior is deemed to be harassing, the account manager will issue

a formal warning to the individual, explaining the nature of the violation and requesting immediate cessation of the behavior. When appropriate, the offending post or message may be deleted.

4. Blocking Criteria:

- a. If an individual continues harassing behavior after a warning, they may be blocked from the organization's social media platform(s).
- b. In severe cases, such as threats of violence, hate speech, immediate blocking without prior warning may be warranted at the discretion of the Board of Esperanto-USA or their delegate.

5. Communication of Action:

- a. The individual will be informed of the action taken, detailing the reasons for the decision and any steps they can take to appeal the decision.

6. Review and Adjustment:

- a. This policy will be reviewed at least yearly by the Board of Esperanto-USA and adjusted as necessary to ensure it remains effective and fair.

Procedures:

1. **Documenting Incidents:** The organization must keep detailed records of all reports, warnings, and actions taken, including dates, descriptions, and screenshots.
2. **Awareness:** The organization must ensure that all account managers are aware of this policy and understand the importance of fairness and confidentiality.
3. **Transparency:** The organization must publish the policy on the organization's relevant platforms to ensure members are aware of expectations and procedures.