

Revenge Porn Policy



Introduction: How to Use This Tool

Employees are apt to commit acts of revenge porn against their co-workers, especially when they're involved in a romantic relationship. When and if they do, your organization could be held liable under criminal and civil laws. The key to managing liability risks is to recognize that revenge porn in the workplace is, in fact, a risk and address it by expressly banning such behaviour in your key workplace conduct policies, including your anti-harassment and bullying, social media use and workplace privacy policies. In drafting appropriate language, you might want to start by looking at the social media companies that have implemented new policies dealing with revenge porn. Here are a few leading examples that you may want to adapt for your own organization.

1. REVENGE PORN POLICIES

Sample Language from Actual Companies [Excerpts]

Instagram

Share only photos and videos that you've taken or have the right to share. . .Post photos and videos that are appropriate for a diverse audience. . . We know that there are times when people might want to share nude images that are artistic or creative in nature, but for a variety of reasons, we don't allow nudity on Instagram. This includes photos, videos, and some digitally-created content that show sexual intercourse, genitals, and close-ups of fully-nude buttocks. It also includes some photos of female nipples. . .We have zero tolerance when it comes to sharing sexual content involving minors or threatening to post intimate images of others.

Facebook

We remove content that threatens or promotes sexual violence or exploitation of minors and sexual assault. To protect victims and survivors, we also remove photographs or videos depicting incidents of sexual violence and images shared in revenge or without permissions from the people in the images. Our definition of sexual exploitation includes solicitation of sexual material, any sexual content involving minors, threats to share intimate images, and offers of sexual services. Where appropriate, we refer this content to law enforcement.

Twitter/X

Private information: You may not publish or post other people's private and confidential information, such as credit card numbers, street address, or Social Security/National Identity numbers, without their express authorization and permission. In addition, you may not post intimate photos or videos that were taken or distributed without the subject's consent.

Reddit

Reddit is committed to your privacy. If you believe that someone has submitted, without your permission, to reddit a link to a photograph, video, or digital image of you in a state of nudity or engaged in any act of sexual conduct, please contact us (contact@reddit.com), and we will expedite its removal as quickly as possible. reddit prohibits the posting of such content without consent.

Date:

EMPLOYER:

EMPLOYEE:
