



Social Media, Email, and Telephone Terms of Use

Autism Ontario employees moderate our social media sites and their contents, reply to emails, and take phone calls from our community members and the public.

Autism Ontario reserves the right to remove any content that users post or share via social media on our pages or channels, and to remove, at any time, any content posted, shared, or communicated that is discriminatory or harassing. The user may be banned from future use of Autism Ontario channels, including social media, email, and telephone.

Abusive language and behaviour will not be tolerated. Abusive language and behaviour are defined as a user or caller who uses threatening or intimidating language. The use of obscenities, profanities, degrading comments, vulgar or sexist language, humiliating remarks, or racial slurs is considered abusive behaviour.

An abusive comment, post, direct message, or email can be categorized as any derogatory verbal exchange that is aimed at the staff member, volunteer, or Board member personally and which makes the person feel uncomfortable.

An abusive caller exhibits behaviour that may result in employees feeling intimidated. Further, it may interfere with the employee's work; making them feel threatened, and/or affecting their mental state, and their ability to comfortably perform their duties.

Employees are empowered to notify Management of abusive messages, posts, emails, calls and/or callers. Management will review all such communication and may place restrictions on users/callers including prohibiting future contact.

Management will investigate and handle all complaints or incidents of workplace harassment in a fair, respectful, and timely manner. Autism Ontario encourages all employees, members, and clients to be mindful of how they communicate. Together we can promote a healthy and respectful work environment for all.