



## **Terms and Conditions**

### **Interacting with us on social media**

These terms and conditions have been written to explain how the Canadian Teachers' Federation (CTF/FCE) interacts with the public on social media platforms.

Your engagement with the CTF/FCE via social media is in part governed by the Terms of Service/Use of the relevant third-party social media platform providers, as well as the following Terms and Conditions<sup>1</sup>. The CTF/FCE has no control over the social media platform providers' Terms of Service/Use, but you are strongly encouraged to read them in addition to those that follow.

Please note, CTF/FCE staff does not monitor or moderate social media platforms outside of regular office hours, 8:00 AM to 5:00 PM ET Monday through Friday.

### **Commitment to human rights**

The CTF/FCE is committed to:

- Providing a workplace in which all people are treated with respect and dignity;
- Fostering an environment of cooperation and confidence to protect the rights of all persons;
- Rejecting and condemning behaviour that undermines the dignity and self-esteem of individuals or the integrity of relationships;
- Promoting mutual respect, understanding and cooperation as the basis for interactions between all individuals.

### **Comments and interaction**

The CTF/FCE will read comments and participate in discussions when appropriate. Your comments and contributions must be relevant and respectful.

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<sup>1</sup> Adapted from the terms and conditions of the Government of Canada:  
<https://www.canada.ca/en/transparency/terms.html#interact-with>

The CTF/FCE will not engage in partisan or divisive political issues or respond to questions that violate these Terms and Conditions.

The CTF/FCE reserves the right to remove comments and contributions, and to block users based on comments or contributions with the following criteria:

- include sensitive information
- infringe upon intellectual property or proprietary rights
- are contrary to the principles of the *Canadian Charter of Rights and Freedoms, Constitution Act, 1982*
- are racist, hateful, sexist, homophobic or defamatory, or contain or refer to any obscenity or pornography
- are threatening, violent, intimidating or harassing
- are contrary to any federal, provincial or territorial laws of Canada
- constitute impersonation, advertising or spam
- encourage or incite any criminal activity
- are written in a language other than English or French
- otherwise violate these terms and conditions

The CTF/FCE reserves the right to report users and/or their comments and contributions to third-party social media service providers to prevent or remove the posting of content that is contrary to these Terms and Conditions, or to the Terms of Service/Use of the third-party social media platform.

## **Content and frequency**

The CTF/FCE uses social media accounts as an alternative method of interacting with stakeholders and of sharing the content posted on its website, facilitating access to CTF/FCE information and services, and providing stakeholders with an opportunity to interact in an informative and respectful environment.

Because social media platforms and their computer servers are managed by a third party, social media accounts are subject to downtime that may be out of the CTF/FCE's control. The CTF/FCE accepts no responsibility for platforms becoming unresponsive or unavailable.

## **Links to other websites and ads**

Social media accounts may post or display links or ads for websites that are not under the control of the CTF/FCE. These links are provided solely for the convenience of users. The CTF/FCE is not responsible for the information found through these links or ads; neither does it endorse the sites or their content.

## **Following, "liking", and subscribing**

The CTF/FCE's decision to follow, "like" or subscribe to another social media account does not imply an endorsement of that account, channel, page or site, and neither does sharing (or linking to) content from another user.

## **Accessibility: Closed captions and transcript disclaimer**

The CTF/FCE aims to provide closed captioning for official pre-recorded videos hosted on [YouTube](#). The captions will appear as text at the bottom of the video which you can switch on and off.

Instagram reels will include auto-generated captions that are enabled in your settings within the Instagram app for Android and iPhone. You can change this setting at any time. Note that the default language for captions depends on the [language settings](#) for your device.

Other media products, such as event replays and/or podcast episodes use auto-generated captions and/or transcripts. The accuracy of machine generated captions varies depending on the audio quality, topic, and speaker and therefore are unlikely to be 100% accurate. Therefore, you should not rely solely on the captions when viewing video content and use them alongside other resources such as accompanying PowerPoint slides or external links to ensure you understand the topic and terminology used.