



## Internet, Email and Computer Use Policy

### 1. Purpose

- 1.1 This Internet, Email and Computer Use Policy sets out the standards of behaviour expected of persons using 2 HHH FM Limited ('Triple H FM')'s computer facilities, or when making reference to Triple H FM on external sites.

### 2. Commencement of Policy

- 2.1 This Policy will commence from 18 June 2019. It replaces all other policies relating to the use of Triple H FM's computers, internet and email facilities (whether written or not).

### 3. Application of Policy

- 3.1 This Policy applies to all people who use Triple H FM's computer network by any means ('users'). The Policy also applies to users who contribute to external blogs and sites that identify themselves as associated with Triple H FM.
- 3.2 This Policy also sets out the type of surveillance that will be carried out in Triple H FM's workplace, relating to the use of Triple H FM's computer network.
- 3.3 This Policy does not form part of any employee's contract of employment. Nor does it form part of any other user's contract for service.

### 4. Definitions

- 4.1 In this Policy:
  - a) 'Blogging' means the act of using web log or 'blog'. 'Blog' is an abbreviated version of 'weblog' which is a term used to describe websites that maintain an ongoing chronicle of information. A blog is a frequently updated website featuring diary-style commentary, audio-visual material and links to articles on other websites.

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



- b) 'Confidential information' includes but is not limited to trade secrets of Triple H FM; non-public information about the business and affairs of Triple H FM such as: pricing information such as internal cost and pricing rates, production scheduling software, special supply information; marketing or strategy plans; exclusive supply agreements or arrangements; commercial and business plans; commission structures; contractual arrangements with third parties; tender policies and arrangements; financial information and data; sales and training materials; technical data; schematics; proposals and intentions; designs; policies and procedures documents; concepts not reduced to material form; information which is personal information for the purposes of privacy law; and all other information obtained from Triple H FM or obtained in the course of working or providing services to Triple H FM that is by its nature confidential.
- c) 'Computer surveillance' means surveillance by means of software or other equipment that monitors or records information input or output, or other use, of Triple H FM's computer network (including, but not limited to, the sending and receipt of emails and the accessing of websites).
- d) 'Computer network' includes all Triple H FM's internet, email and computer facilities which are used by users, inside and outside working hours, in the workplace of Triple H FM (or a related corporation of Triple H FM) or at any other place while performing work for Triple H FM (or a related corporation of Triple H FM). It includes, but is not limited to, desktop computers, laptop computers, Blackberrys, Palm Pilots, PDAs, other handheld electronic devices, smart phones and similar products, and any other means of accessing Triple H FM's email, internet and computer facilities, (including, but not limited to, a personal home computer or personal electronic devices such as iPads, Tablets, PDAs, other personal handheld electronic devices, smart phones and similar products which have access to Triple H FM's IT systems).
- e) 'Intellectual property' means all forms of intellectual property rights throughout the world including copyright, patent, design, trade mark, trade name, and all confidential information and including know-how and trade secrets.
- f) 'Person' includes any natural person, company, partnership, association, trust, business, or other organisation or entity of any description and a

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



person's legal personal representative(s), successors, assigns or substitutes.

## **5. Use of internet, email and computers**

- 5.1 Users are entitled to use Triple H FM computer network only for legitimate business purposes.
- 5.2 However, users are permitted to use Triple H FM's computer network for limited and reasonable personal use. Any such personal use must not impact upon the user's work performance or Triple H FM resources or violate this Policy or any other Triple H FM Policy.
- 5.3 A user must not use Triple H FM's computer network for personal use if that use interferes with the efficient business operations of Triple H FM or relates to a personal business of the user.
- 5.4 Triple H FM gives no warranty or assurance about the confidentiality or privacy of any personal information disclosed by any user in the course of using the computer network for the user's personal purposes.

## **6. Requirements for use**

- 6.1 Users must comply with the following rules when using Triple H FM's computer network.
  - a) Users must use their own username/login code and/or password when accessing the computer network.
  - b) Users in possession of Triple H FM's electronic equipment must at all times handle the equipment in a responsible manner and ensure that the equipment is kept secure.
  - c) Users should protect their username/login code and password information at all times and not divulge such information to any other person, unless it is necessary to do so for legitimate business reasons.
  - d) Users should ensure that when not in use or unattended, the Computer System is shut down.
  - e) A disclaimer is automatically included in all Triple H FM emails, and must not be removed.
  - f) If a user receives an email which the user suspects contains a virus, the user should not open the email or attachment to the email and should immediately contact the The Technical Committee for assistance.
  - g) If a user receives an email the content of which (including an image, text, materials or software) is in breach of this Policy, the user should immediately delete the email and report the matter to the The Technical Committee. The user must not forward the email to any other person.

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



## 7. Prohibited conduct

- 7.1 Users must not send (or cause to be sent), upload, download, use, retrieve, or access any email or material on Triple H FM's computer network that:
- a) is obscene, offensive or inappropriate. This includes text, images, sound or any other material, sent either in an email or in an attachment to an email, or through a link to a site (URL). For example, material of a sexual nature, indecent or pornographic material;
  - b) causes (or could cause) insult, offence, intimidation or humiliation;
  - c) may be defamatory or could adversely impact the image or reputation of Triple H FM. A defamatory message or material is a message or material that is insulting or lowers the reputation of a person or group of people;
  - d) is illegal, unlawful or inappropriate;
  - e) affects the performance of, or causes damage to Triple H FM's computer system in any way;
  - f) gives the impression of or is representing, giving opinions or making statements on behalf of Triple H FM without the express authority of Triple H FM. Further, users must not transmit or send Triple H FM's documents or emails (in any format) to any external parties or organisations unless expressly authorised to do so.

- 7.2 Users must not use Triple H FM's computer network:
- a) to violate copyright or other intellectual property rights. Computer software that is protected by copyright is not to be copied from, or into, or by using Triple H FM's computing facilities, except as permitted by law or by contract with the owner of the copyright;
  - b) in a manner contrary to Triple H FM's Privacy Policy;
  - c) to create any legal or contractual obligations on behalf of Triple H FM unless expressly authorised by Triple H FM;
  - d) to disclose any confidential information of Triple H FM or any customer, client or supplier of Triple H FM's unless expressly authorised by Triple H FM;
  - e) to install software or run unknown or unapproved programs on Triple H FM's computer network. Under no circumstances should users modify the software or hardware environments on Triple H FM's computer network;

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



- f) to gain unauthorised access (hacking) into any other computer within Triple H FM or outside Triple H FM, or attempt to deprive other users of access to or use of any Triple H FM's computer network;
  - g) to send or cause to be sent chain or SPAM emails in any format;
  - h) to use Triple H FM's computer facilities for personal gain. For example, running a personal business.
- 7.3 Users must not use another user's computer network facilities (including passwords and usernames/login codes) for any reason without the express permission of the user or Triple H FM.

## 8. Details on blocking email or internet access

- 8.1 Triple H FM reserves the right to prevent (or cause to be prevented) the delivery of an email sent to or from a user, or access to an internet website by a user, if the content of the email or the internet website is considered:
- a) obscene, offensive or inappropriate. This includes text, images, sound or any other material, sent either in an e-mail message or in an attachment to a message, or through a link to an internet website (URL). For example, material of a sexual nature, indecent or pornographic material;
  - b) causes or may cause insult, offence, intimidation or humiliation;;
  - c) defamatory or may incur liability or adversely impacts on the image or reputation of Triple H FM. A defamatory message or material is a message or material that is insulting or lowers the reputation of a person or a group of people;
  - d) illegal, unlawful or inappropriate;
  - e) to have the potential to affect the performance of, or cause damage to or overload Triple H FM's computer network, or internal or external communications in any way;
  - f) to give the impression of or is representing, giving opinions or making statements on behalf of Triple H FM without the express authority of Triple H FM.
- 8.2 In the case that an email is prevented from being delivered to or from a user, the user will receive a prevented delivery notice. The notice will inform the user that the delivery of the email has been prevented. The notice will not be given if delivery is prevented in the belief that:
- a) the email was considered to be SPAM, or contain potentially malicious software; or

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



- b) the content of the email (or any attachment) would or might have resulted in an unauthorised interference with, damage to or operation of any program run or data stored on any of Triple H FM's equipment; or
  - c) the email (or any attachment) would be regarded by a reasonable person as being, in all the circumstances, menacing, harassing or offensive.
- 8.3 Triple H FM is not required to give a prevented delivery notice for any email messages sent by a user if Triple H FM is not aware (and could not reasonably be expected to be aware) of the identity of the user who sent the e-mail or is not aware that the e-mail was sent by the user.

## **9. Type of surveillance in TRIPLE H FM's workplace**

- 9.1 On a continuous and ongoing basis during the period of this Policy, Triple H FM will carry out computer surveillance of any user at such times of Triple H FM's choosing and without further notice to any user.
- 9.2 Computer surveillance occurs in relation to:
- a) storage volumes;
  - b) internet sites — every web site visited is recorded including the time of access, volume downloaded and the duration of access;
  - c) download volumes;
  - d) suspected malicious code or viruses;
  - e) emails — the content of all emails received, sent and stored on the computer network (this also includes emails deleted from the Inbox); and
  - f) computer hard drives — Triple H FM may access any hard drive on the computer network.
- 9.3 Triple H FM retains logs, backups and archives of computing activities, which it may audit. Such records are the property of Triple H FM, are subject to State and Federal laws and may be used as evidence in legal proceedings, or in workplace investigations into suspected misconduct.

## **10. What will the computer surveillance records be used for?**

- 10.1 Triple H FM may use and disclose the computer surveillance records where that use or disclosure is:
- a) for a purpose related to the employment of any employee or related to Triple H FM's business activities; or

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



- b) use or disclosure to a law enforcement agency in connection with an offence; or
  - c) use or disclosure in connection with legal proceedings; or
  - d) use or disclosure reasonably believed to be necessary to avert an imminent threat of serious violence to any person or substantial damage to property.
- 10.2 For example, use or disclosure of computer surveillance records can occur in circumstances of assault, suspected assault, theft or suspected theft of Triple H FM's property (or that of a related corporation of Triple H FM) or damage to Triple H FM's equipment or facilities (or that of a related corporation of Triple H FM).

## **11. Blogging facility**

- 11.1 The website of Triple H FM includes a blogging facility that only authorised users may use.
- 11.2 Authorised users are only permitted to contribute to blogs on Triple H FM's website in order to share information and knowledge, obtain constructive feedback, interact directly with clients, collaborate over projects and solve problems, promote our organisation, and raise Triple H FM's profile.

## **12. Standards in relation to blogs and sites operated by Triple H FM**

- 12.1 Users must not engage in prohibited conduct. Further:
- a) Only users who are authorised by [BlogAuthoriser] are permitted to publish a blog on any sites operated by Triple H FM, and the content of any such blog must first be approved by [BlogAuthoriser] before publishing.
  - b) The user must list their name and job title and add the following disclaimer: 'The opinions expressed here are the personal opinions of the writer. Content published here does not necessarily represent the views and opinions of Triple H FM.'
  - c) Public communications concerning Triple H FM must not violate any provisions of any applicable Triple H FM Policy, procedure or contract.
  - d) A user may participate in Triple H FM-related public communications during normal work time. However, if doing so interferes with any of the user's normal work responsibilities, Triple H FM reserves the right to withdraw the user's access to the communication facilities.

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



- e) A user must not communicate any material that violates the privacy or publicity rights of another party.
- f) A user must not cite or refer to clients, business partners, suppliers, other users etc without their prior approval.
- g) A user may respectfully disagree with Triple H FM's actions, policies, or management, but must not make personal attacks on any person. This includes competitors of Triple H FM.
- h) Users will be personally legally responsible for any content they publish and need to be aware of applicable laws.

12.2 If the user subsequently discovers a mistake in their blog, they are required to immediately inform The Marketing Leader and then take steps authorised by The Marketing Leader to correct the mistake. All alterations should indicate the date on which the alteration was made.

### 13. Standards in relation to blogs and sites not operated by Triple H FM

13.1 Triple H FM acknowledges that users have the right to contribute content to public communications on websites not operated by Triple H FM, such as social networking sites like LinkedIn, Facebook or YouTube. However, inappropriate use of such communications has the potential to cause damage to Triple H FM, employees, clients and suppliers. For that reason, the following provisions apply to all users:

- a) As it may be possible for any user of an external site to conduct a search that will identify any comments about Triple H FM, users must not publish any material which identifies themselves as being associated with Triple H FM, except in the case of appropriate postings on LinkedIn.
- b) Users must not publish any material that may expose Triple H FM to any possible legal liability. Examples include, but are not limited to, defamation or discrimination proceedings.
- c) If it comes to Triple H FM's attention that a user has made inappropriate and/or unauthorised comments about Triple H FM or a Triple H FM employee, or Triple H FM contractor, Triple H FM may choose to take disciplinary action against a user as outlined in this Policy.

### 14. Warning

14.1 Apart from the potentially damaging effects a blog or post may have on Triple H FM, inappropriate blogs or posts on internal or external sites can also have adverse consequences for a user in terms of future career prospects, as the material remains widely and permanently accessible to other site users.

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*



## **15. Use of personal computers and electronic devices**

15.1 This Policy applies to the use of personal computers, personal electronic devices such as iPads, Tablets, Blackberrys, Palm Pilots, PDAs and other personal handheld electronic devices, smart phones and similar products which have access to Triple H FM's IT systems, to the extent that such use may damage Triple H FM's business interests and employment relationships, whether this occurs during working hours or not.

## **16. Enforcement**

16.1 Users must comply with the requirements of this Policy. Any breach of this Policy may result in disciplinary action which may include termination of employment (or, for persons other than employees, the termination or non-renewal of contractual arrangements).

16.2 Other disciplinary action that may be taken includes, but is not limited to, issuing a warning, suspension or disconnection of access to all or part of Triple H FM's computer network whether permanently or on a temporary basis.

## **Variations**

*Triple H FM reserves the right to vary, replace or terminate this Policy from time to time.*

*The Social Media Policy refers to this document*

*Updated 16 June 2019*

*Created in consultation with The Community Broadcasting Association Australia*

