

SOCIAL MEDIA COMMUNITY GUIDELINES

Michigan Works! West Central maintains social media accounts to share updates from across the region, highlight the success of local participants and advocate for Michigan's workforce development system. These channels help promote our mission to connect talent and employers, strengthen communities and ensure everyone has a pathway to prosperity.

We welcome public comments and discussion on content shared via official Michigan Works! West Central social media accounts, and we encourage civil, respectful engagement that aligns with these Community Guidelines. To support constructive dialogue, comments and content posted to our platforms are monitored and reviewed by our team. Michigan Works! West Central reserves the right to remove or hide user-generated content or comments that violate any of the following:

- The use of profanity, obscene, threatening, discriminatory or harassing language.
- Personal attacks on individuals or groups, including targeting based on race, ethnicity, gender, religion, sexual orientation or disability.
- Disclosure of information that is confidential by law or regulation.
- Comments that advocate for or promote illegal activity or conduct.
- Posts that violate copyright or trademark protections.
- Advertisements or promotions unrelated to Michigan Works! programs or workforce development.
- Endorsement or opposition of any political candidate or ballot initiative.
- Spam, irrelevant or repetitive content, including content generated by bots or automated software.
- "Trolling" or posting content with the intent to provoke others or derail conversation.
- Content that may compromise the safety or security of individuals, systems or infrastructure.
- Content that misrepresents or falsely attributes actions or positions to Michigan Works! West Central or its partners.

USER-GENERATED CONTENT: TERMS AND CONDITIONS

By sharing or tagging the Michigan Works! West Central in content on social media or by submitting content for use in our digital communications, you confirm that:

- You are the creator of the content or have the rights necessary to share it with us.
- Sharing this content with the Michigan Works! West Central will not violate the rights of any third party.

By submitting User-Generated Content, you grant Michigan Works! West Central a nonexclusive, royalty-free license to use, edit, publish, share or otherwise distribute the content across Michigan Works! West Central platforms and publications. You agree not to use or distribute the same content in a way that misrepresents or conflicts with its appearance on official Michigan Works! West Central channels.

FREEDOM OF INFORMATION ACT (FOIA)

All content posted to Michigan Works! West Central's social media accounts is considered public record and may be subject to disclosure under the Michigan Freedom of Information Act (FOIA). Please note:

- Comments made by users do not reflect the views or positions of Michigan Works! West Central.
- Michigan Works! West Central is not responsible for content on third-party websites linked in comments or posts.
- Individuals who post personal or sensitive information publicly do so at their own risk.

TERMS AND CONDITIONS

Michigan Works! West Central reserves the right to improve, revise or remove any content shared on our platforms. While we make every effort to share timely and accurate information, your reliance on content shared via our social media accounts is at your own risk.

DISCLAIMER OF LIABILITY

Michigan Works! West Central and its partners are not liable for the misuse of information posted to or obtained from our social media accounts. Users assume responsibility for any use of the content and agree to hold the organization harmless from any resulting loss or damage.

DISCLAIMER FOR EXTERNAL LINKS

Links shared by Michigan Works! West Central may lead to websites outside our control. We do not endorse or guarantee the accuracy, relevance or privacy practices of any third-party sites.

COPYRIGHT AND TRADEMARK NOTICE

Materials shared by Michigan Works! West Central may be copied for personal, noncommercial use, provided proper credit is given. Commercial use or reproduction of any materials without written consent is strictly prohibited.

CONTACT US

Questions about our Community Guidelines or use of content can be directed to: info@MWWC.org.