**Social Networking Policy**

**Objective**

This policy aims to regulate the management of social networking sites and participation of the Federal Authority for Government Human Resources (FAHR, including preparation of materials, obtaining official approvals, publication, response to posts, and exchange of information regarding the work of the Federal Authority for Government Human Resources, as well as its projects, initiatives and services within the controls contained in the Guidelines for Secure Use of Social Media by Federal Government employees endorsed by the Council of Ministers’ Resolution No. (73/3 m / 1) for 2014.

**Policy Scope**

This policy for social media control and sharing tools used by the Authority covers several channels, notably:

* Online instant chat
* FAHR blogging via the website
* Traditional social networking sites (Twitter, Instagram)
* FAHR account on YouTube
* FAHR account on LinkedIn
* HR e-Forum on the LinkedIn

**Policy and Threats**

While welcoming the participation of the public across all channels, as this will provide an opportunity for effective interaction, the Federal Authority for Government Human Resources, will be obliged to remove any comments that contravene the above regulations or policy, specifically that:

* Constitute a source of threat to security
* Breach public morality
* Violate privacy
* Harm or defame others
* Promote subversive ideas
* Are against public taste, customs and traditions
* Are contrary to the laws and regulations in force
* Violate freedom of opinion and expression
* Broadcast racism on the basis of religion, race, or color
* Irrelevant to the Authority’s work

In the event of any of the above-mentioned or other similar breaches, the Authority will take appropriate actions, according to regulations set forth in this regard, including removal of comments from some sites and ignoring or even blocking others, if necessary. The Authority encourages exchange of views based on respect for others' opinions, towards improved services to all users and customers.

**Response Policy**

**Twitter**: https://twitter.com/FAHR\_UAE

The Authority responds to general inquiries received through Twitter directly. Specialized legal consultancy inquiries will need two working days to be answered

**Instagram**: https://www.instagram.com/fahr\_uae/

Used by the Authority for posting initiatives, photos, news, etc. Responding to inquiries will take one working day

**LinkedIn**:

https://www.linkedin.com/company/1638394?trk=tyah&trkInfo=clickedVertical%3Acompany%2CclickedEntityId%3A1638394%2Cidx%3A1-2-2%2CtarId%3A1476247631084%2Ctas%3A%D8%A7%D9%84%D9% 87% D9% 8A% D8% A6% D8% A9% 20% D8% A7% D9% 84% D8% A7% D8% AA% D8% AD

Used by the Authority for for posting news updates, reports, images and graphics related to the growth and development of human capital, as well as taking comments of audience, and responding to questions within 24 hours

**E-Forum**: https://www.linkedin.com/groups/8353319

Used for putting forward specialized topics and current issues about the best HR practices globally, and opens the door for professionals to discuss and exchange views. The role of the Forum is daily management of such dialogue

**YouTube**: https://www.youtube.com/user/FAHR2011

Used by the Authority for the showcasing short films, videos, documentaries on its activities and events

**Blog site**: https://www.fahr.gov.ae/Portal/ar/e-participation/blog.aspx

The site is used for posting general topics related to employee health, happiness and well-being

**Instant chat program:** https://www.fahr.gov.ae

Used by the Authority to receive questions and queries of the public through the website about various aspects of its work and systems, and respond immediately to senders during official working days