

## CHAPTER 3

# USE OF SOCIAL MEDIA IN THE DEFENCE WORK EXPERIENCE PROGRAM POLICY

### INTRODUCTION

2.3.1 Despite its benefits, social media can be used as a vehicle for child exploitation. Inappropriate use of social media poses a particular risk to youth safety as well as reputational risk for Defence and DWEP. All Defence personnel engaging with youth on a work experience placement have a duty to be aware and vigilant and to take appropriate action, including reporting concerns if it is suspected that a participant is at risk of harm from inappropriate use of social media.

2.3.2 DWEP has a responsibility to protect all DWEP participants from bullying, abuse and sexual exploitation by promoting the safe use of social media during a Defence work experience placement.

### POLICY INTENT

2.3.3 The intent of this policy is to ensure DWEP personnel and participants are equipped with the knowledge and skills to use social media appropriately and in a youth safe manner during a work experience placement.

2.3.4 This policy should be read in conjunction with:

- a. [Part 1, Section 6 Chapter 3](#)
- b. [Part 1, Section 1 Chapter 2](#)

### POLICY

2.3.5 Taking, requesting, sharing or posting sexualised photographs or other imagery of oneself or other people under the age of consent is a crime under Commonwealth, State and Territory child pornography laws, regardless of whether it is conducted in a physical or online environment.

2.3.6 Defence personnel are subject to a high level of public scrutiny, which is heightened when they engage with youth on behalf of Defence. Relationships between DWEP participants, and adults in Defence, including through social media, must remain professional at all times. Defence personnel should not establish any form of private communication, including online communication, with work experience participants during or following a DWEP activity. In the case of authorised, established or developing mentoring arrangements, or targeted recruitment programs or initiatives, appropriate placement contact may occur with mentoring protocols to be complied with.

2.3.7 DWEP participants are not permitted to post photos or details of any work

experience placement on social media, unless permission has been given by the OAA, the PCA or Authorised Personnel.

2.3.8 Defence's expectations of participants' use of electronic communications, including social media, during a work experience placement is outlined in the DWEP Participant Handbook and reiterated during the PCA's induction at the commencement of the placement. The [Guide to Appropriate Use of Mobile Electronic Devices and Social Media in DWEP](#) (Annex A) provides information on managing participants' use of social media, together with expectations regarding the use of photography/video while on a Defence base.

2.3.9 Inappropriate use of social media is considered unacceptable behaviour and constitutes a breach of the DWEP Code of Conduct and potentially Commonwealth, State and Territory legislation.

2.3.10 Any instance of misconduct or misuse of social media must be reported immediately and appropriate action taken. Any participant who has reasonable grounds to believe there has been, or may have been, an incident of grooming, child pornography, child abuse or exploitation involving a DWEP participant must report the matter to the PCA or Authorised Personnel in addition to the State or Territory police and the relevant child protection authorities in accordance with [Part 1, Section 3 Chapter 3](#). The DWEP National Manager must also be informed.

## Annex

- A. Guide to Appropriate Use of Mobile Electronic Devices and Social Media In DWEP

**Accountable Officer:** Chief of Joint Capabilities (CJC)

**Policy Owner:** Head Joint Support Services Division (HJSSD)