



COLLEGE OF ANIMATION, ART & DESIGN

NON-DISPARAGEMENT POLICY

1. **Consideration:** In consideration for delivery of the programs and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged by the all current student of MTM (the "**Students**").
2. **"Disparagement"** for the purposes of the Agreement, shall generally refer to negative remarks about MTM which are made maliciously *or* recklessly about MTM, including all of those persons covered under this policy, or without taking reasonable steps to verify the truth of such remarks prior to having made them.
3. **Who is bound:** subject only to Canadian law held to be applicable in any province (including but without limitation the enabling legislation governing private career colleges and the *Canadian Charter of Rights and Freedoms* if/where held to applicable), the Student shall be bound by, and shall familiarize themselves with this non-disparagement policy, which shall be Adhering to the policy is a condition of enrolment.
4. **Purpose of Policy:** MTM has a reputation for excellence. MTM is a private institution, and is committed to maintaining high standards in teaching and in ensuring that the value of MTM's credentials remain strong and are relatively uncompromised by the Students who seek to disparage MTM, its programs, its instructors, or its graduates.
5. **Social Media:** with the popularity of social media (Facebook, YouTube, Twitter, etc.) the Students, and the alumni of MTM, can communicate in a way that they have never done so before. MTM applauds the fact that the Students and alumni have new opportunities to network for employment in their chosen vocation, and can communicate with each other socially. MTM is confident that this will contribute to MTM's long-standing reputation in the marketplace.
6. **Reputation is a two-way street:** the Students derive significant benefit from being an alumnus of MTM. At the same time, MTM is ultimately "defined" by the "quality" of its graduates i.e. where they end up working, how they are putting their skills to the test in the workforce, and whether they are happy with their chosen vocation. MTM and the Students have a common interest in preserving and protecting the integrity and image of MTM.
7. **Specific Undertakings of Student:** with the above in mind, the Students shall undertake to do the following:
 - (a) Refrain from making any public statement or statements, through social media or otherwise, about MTM, which would be considered inaccurate, unduly critical or derogatory, or libellous, or which may tend to unfairly injure the reputation of MTM;
 - (b) Refrain from making any public statement or statements, through social media or otherwise, that would be considered inaccurate, unduly critical or derogatory, or libellous, or which may tend to unfairly injure the reputation of another (and without limitation) existing or former student, instructor, or staff member of MTM;

MAXINE SCHACKER - Director **TINA SEEMANN** - Animation Director

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Registered as a private career college under the Private Career Colleges Act, 2005

NON-DISPARAGEMENT POLICY (Cont'd)

- (c) Report to MTM immediately, the publication of any unduly critical, derogatory, or libellous statement or statements, or statement/s which may tend to unfairly injure the reputation of MTM, through social media or otherwise. Such reporting shall include the author or authors of such publication, and all other specifics known to the reporting student;
- (d) Report to MTM immediately the publication of any inaccurate, unduly critical or derogatory, or libellous statement or statements tending to unfairly injure the reputation of another (and without limitation) existing or former student, instructor, or staff member of MTM. Such reporting shall include the author or authors of such publication, and all other specifics known to the reporting Student.
- (e) Refrain from disparagement of MTM in any other form that would reasonably be considered to bring MTM, and without limitation, its faculty, staff, or alumni, into disrepute;
- (f) Familiarize themselves with any other policies which bind them as Students, including but without limitation, MTM's Anti-harassment and Anti-bullying policy.

8. **Discipline for Non-Compliance:** Discipline, including expulsion or other sanctions as appropriate may result from non-compliance with this policy and will be carried out as per the Expulsion and Discipline policy.

Name: _____

Date _____

August 2013

MAXINE SCHACKER - Director **TINA SEEMANN** - Animation Director

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