

## Non-Disparagement Policy

In consideration of the delivery of the programs and other good and valuable considerations, the receipt and sufficiency of which is hereby acknowledged by all current NetSoft College of Technology students ("Students"):

- a. For the purposes of this Agreement, "disparagement" shall generally refer to negative remarks about NetSoft (including all of those persons covered under this policy) which are made maliciously or recklessly or without taking reasonable steps to verify the truth of such remarks prior to making them.
- b. 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 be applicable), Students shall be bound by, and shall familiarize themselves with, this Non-Disparagement Policy, which shall be given to all students at time of enrolment. Adhering to the policy is a condition of enrolment.
- c. Social Media: With the popularity of social media (Facebook, YouTube, Twitter, etc.), Students can communicate in a way that they have never done so before. NetSoft applauds the fact that Students have new opportunities to network for employment in their chosen vocation and can communicate with each other socially, and is confident that this openness of communication will contribute to its positive reputation in the marketplace.
- d. Reputation is a two-way street. Students should derive significant benefit from being an alumnus of NetSoft College of Technology. At the same time, NetSoft's reputation 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. Students and NetSoft have a common interest in preserving and protecting the integrity and image of the college.
- e. Specific Undertakings of Student: With the above in mind, students shall undertake to do the following:
  - Refrain from making any public statement or statements, through social media or otherwise, about NetSoft which would be considered inaccurate, unduly critical or derogatory, or libelous, or which may tend to unfairly injure the reputation of NetSoft College of Technology;
  - Refrain from making any public statement or statements, through social media or otherwise, that would be considered inaccurate, unduly critical or derogatory, or libelous, or which may tend to unfairly injure the reputation of another (and without limitation) existing or former student, instructor, or staff member of NetSoft College of Technology;
  - Report to NetSoft College of Technology immediately, the publication of any unduly critical, derogatory, or libelous statement or statements, through social media or otherwise, which may tend to unfairly injure the reputation of NetSoft College of Technology. Such reporting shall include the author or authors of such publication and all other specifics known to the reporting student;
  - Refrain from disparagement of NetSoft College of Technology in any other form that would reasonably be considered to bring NetSoft College of Technology — and without limitation, its faculty, staff, or alumni — into disrepute;
  - Familiarize themselves with any other policies which bind them while students, including but not limited to NetSoft's Code of Conduct (page 11) and the Sexual Harassment and Violence Policy (page 40).
- f. Discipline for Non-Compliance: Discipline, including expulsion or other sanctions as appropriate, may result from non-compliance with this Policy.