

**DHHBA listserv and Facebook group posting rules:**

(1) **The listserv and Facebook group are CONFIDENTIAL.** All posts, responses and replies, discussions, and activities are confidential and should not be shared with anyone outside the DHHBA listserv and Facebook group.

(2) **All posts to the listserv and Facebook group must be SUBSTANTIVE and RELEVANT to deaf and hard of hearing attorneys, law students, and legal professionals** (i.e., our membership). Relevant topics include, but are not limited to: job searches, resume tips, job announcements, referrals, advances in assistive technology that benefit the deaf and hard of hearing, law school and bar exam accommodations, and any relevant disability-related and/or legal issue such as employment and disability discrimination. Other than congratulatory posts, no one-word posts, emoji-only posts, or link-only posts.

(3) **Please keep posts and responses professional, respectful, appropriate, and supportive.** No inappropriate posts or debates regarding ASL versus oral communication are allowed. Inappropriate posts and responses include, but are not limited to: insults, derogatory language, religious debates, sexual comments, replies that are not constructive or nonresponsive, replies with discourteous rhetoric, and threats. No political posts or debates are allowed unless it is nonpartisan and relevant to the membership of DHHBA.

(4) **Do NOT assume that everyone is fluent in American Sign Language (ASL) or can communicate in spoken English.** For example, if you share a video in which the speaker is signing in ASL, and there are no captions or subtitles, please provide a summary of what is said. If you share a video in which the speaker is talking but there are no captions or subtitles, please provide a summary as well.

(5) **Do NOT assume that everyone identifies as culturally deaf (as in capital D, "Deaf").** Not everyone is deaf, not everyone is Deaf, not everyone is hard of hearing, not everyone is late-deafened, and not everyone is deafblind. Using general language such as "deaf/hoh" is best when addressing deaf and hard of hearing people in general.

(6) Anyone who violates these rules will receive an initial warning, by private email (if on the listserv) or direct message (if on Facebook), unless extenuating circumstances apply. If the violation(s) continues to occur after a warning has been issued, such disregard shall result in immediate suspension and/or revocation of the person's listserv and/or Facebook group privileges.