
Policy: Registrant Social Media Usage

Policy Number: 1.20

Policy Type: Registration

Date Approved: May 28, 2026

Purpose

The purpose of this policy is not to limit a Medical Laboratory Technologists (MLTs) right to freedom of expression, but to provide guidance to MLTs working in a professional setting on their professional responsibilities and the safe, appropriate use of social media. This policy aims to support ethical and legal practice, protect patient confidentiality, maintain professional boundaries, and uphold the reputation of the laboratory profession.

Authority

[Code of Ethics – College of Medical Laboratory Professionals of Saskatchewan](#)

[CMLPSK Standards of Practice](#)

[HIPA- Health Information Protection Act H-0.021](#)

Policy

Definition of Social Media

For the purposes of this policy, social media refers to a broad range of online platforms and digital technologies that enable interactive communication. These platforms allow users to create, share, and exchange content, opinions, information, and perspectives in real time. Common examples of social media include, but are not limited to, Facebook, Instagram, X (formerly Twitter), TikTok, YouTube, Reddit, Snapchat, as well as other online forums and community-based networks.

General Expectation and Professional Conduct

Registrants are expected to conduct themselves on social media in a manner consistent with the standards of professionalism and ethical conduct expected of a regulated health professional¹. Registrants are responsible for understanding that all content posted or shared through social media may be publicly accessible, copied, forwarded, archived and otherwise permanently retained, regardless of privacy settings.

Never let social media interfere with your professional work obligations². This could lead to mistakes which in turn can affect patient outcomes.

Registrants are expected to apply the same standards of conduct and accountability online as they would in face-to-face interactions, written communications, and they should recognize that their professional identity, including credentials and professional title, may influence how their online communications are perceived. Members of the public may not be able to distinguish between personal and professional identities.

MLTs must exercise caution when identifying themselves online as healthcare professionals. The use of pseudonyms or anonymous accounts does not relieve an MLT of their obligation to maintain professional standards and appropriate boundaries. If an MLT chooses to disclose their place of employment or employer, they must clearly state that their views are personal and do not represent the organization. All social media activity must reflect the integrity, professionalism, respect, and accountability expected of the profession.

If an individual reaches out on social media with a medical question, you can respond to questions without providing clinical advice. For instance, you can inform the individual that you do not provide advice on social media and direct them to make an appointment through appropriate channels, or you can provide information for emergencies or urgent care services, if applicable³.

Protection of Personal Health Information and Confidentiality

Protecting personal health information is a fundamental professional and legal obligation. In accordance with *The Health Information Protection Act (HIPA) and Regulations*⁴. Registrants must not collect, use, disclose, or discuss personal health information on social media unless expressly authorized by law.

Any actual or suspected breach of confidentiality must be reported promptly through appropriate organizational⁵ or regulatory channels.

Workplace Matters and Professional Boundaries

Social media must not be used to raise, discuss, or resolve workplace concerns, disputes, or operational issues. Such matters should be addressed through established professional, institutional, or regulatory processes.

Registrants are accountable for their online conduct and are expected to take responsibility for their actions while supporting others in maintaining appropriate and professional social media behavior.

NOTE: This policy does not replace or override legislative requirements, regulatory bylaws, codes of ethics, standards of practice, employer policies, or contractual obligations.

Related Documents

1.20 A Social Media FAQs

References

1. [CPSO - Social Media Policy](#)
2. [CRNS Social Media Policy](#)
3. [Saskatchewan Health Authority Privacy and Personal Health Information -Privacy & Access](#)
4. [Health Information Protection Act, H-0.021 and Regulations](#)
5. CPSO [Advice to the profession: Social Media](#)

Additional Documents

1.20A Social Media Frequently Asked Questions

Document Control

Policy owner: Council

First issued: May 28, 2026

Current version: May 28, 2026

Approved by: Council

Scheduled Review: 2029