

**From:** Nathalie Fortier <nfortier@futureinsight.org>  
**Sent:** Thursday, April 23, 2026 9:59 AM  
**To:** Staff <Staff@futureinsight.org>  
**Subject:** Photography and Video Recording Policy

Hi FIS Team,

As part of our mission-driven work, **Future In Sight relies on photographs and videos of staff, clients, and volunteers to help tell our story, increase awareness, and demonstrate the impact of our programs.** Sharing this work visually helps us connect with the broader community, funders, and partners - and is an important part of maintaining our visibility, credibility, and long-term sustainability as an organization.

These images may be used across a variety of platforms, including our website, social media, marketing materials, educational content, fundraising efforts, and reports. When thoughtfully and respectfully shared, they help bring our mission to life and support our ability to secure the resources needed to continue and grow our services. We are committed to using photos and videos in ways that reflect our values and honor the important work you do every day.

There have been some recent concerns expressed regarding publicly celebrating Birthdays or sharing information about staff on social media. This is our way of demonstrating our values to those who support us by recognizing and celebrating *all* of the individuals who make it possible for us to fulfill our mission – not just those providing direct services. We have heard from more than one job applicant how meaningful it was for them to see these types of posts on our social feeds when considering whether to apply!

### **Your Choice Matters:**

Participation in photos or videos is voluntary. We understand that not everyone is comfortable being photographed or recorded, and we fully respect that choice. To support this, we are providing a **Photo and Video Opt-Out Form** for any staff member who prefers not to participate. Choosing to opt out will **not affect your employment, job duties, performance evaluations, or opportunities.** If you opt out, we will make reasonable efforts to ensure you are not included in photos or videos used for organizational purposes.

### **What to Expect:**

When photos or videos are being taken, we will do our best to provide advance notice. You are always welcome to let the photographer or organizer know if you would prefer not to be included.

You can submit or change your preference, using the Opt-Out Form, at any time.

The [opt-out form](#) is attached to this message and may be returned to [humanresources@futureinsight.org](mailto:humanresources@futureinsight.org).

If you have questions or concerns about this practice, please don't hesitate to reach out.

Thank you for everything you do to support Future In Sight and our mission. Your work - both seen and unseen - makes a meaningful difference.

Sincerely,  
Nathalie

**NATHALIE FORTIER**

Chief Financial & Operating Officer  
Future In Sight

*Advancing the independence of persons who are blind or visually impaired.*

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