

## **Softball Napanee Social Media Policy**

### **Definitions**

1. The following terms have these meanings in this Policy:
  - a) “Discipline Committee” – The standing committee of SOFTBALL NAPANEE which oversees and makes decisions on Member conduct requiring disciplinary action.
  - b) “Social Media” – A term that is applied broadly to computer-mediated communication media including but not limited to blogs, You Tube, Facebook, Instagram, Tumblr, Snapshot, Pinterest, LinkedIn and Twitter, etc.
  - c) “Member” – All categories of membership defined in By-Laws of SOFTBALL NAPANEE, including but not limited to executive members, athletes, coaches, volunteers, directors, officers, team managers, team captains, administrators.
  - d) “Organization” SOFTBALL NAPANEE

### **Preamble**

2. The organization is aware that Member interaction and communications occur frequently on Social Media. The Organization cautions Members that any inappropriate conduct could be subject to disciplinary action or sanctions.

### **Application**

3. This Policy applies to all Members

### **Conduct and Behaviour**

4. The following Social Media conduct may result in the Member being subject to discipline including but not limited to a warning, suspension, fine or other sanctions as determined appropriate by the Discipline Committee:
  - a) Posting a disrespectful, hateful, insulting, or otherwise negative comment on Social Media that is directed at Members or at other persons connected with SOFTBALL NAPANEE, Ontario Amateur Softball Association, Ontario Rural Softball Association, Provincial Woman’s Softball Association, Slo-Pitch Ontario Association, Softball Ontario, Softball Canada and or other National Federations, the World Baseball Softball Confederation and their related events.
  - b) Posting a disparaging or harmful comment on Social Media that is directed at SOFTBALL NAPANEE, Ontario Amateur Softball Association, Ontario Rural Softball Association, Provincial Women’s Softball Association, Slo-Pitch Ontario Association, Softball Ontario, Softball Canada and or other National Federations, the World Baseball Softball Confederation and their related events.
  - c) Creating or contributing to a Social Media group, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about SOFTBALL NAPANEE, Ontario Amateur Softball Association, Ontario Rural Softball Association, Provincial Women’s Softball Association, Slo-Pitch Ontario Association, Softball Ontario, Softball Canada and/or other National Federations, the World Baseball Softball Confederation and their related events.
  - d) Posting a picture, altered picture, or video on Social media that is harmful, disrespectful, insulting or otherwise offensive, and that is directed at Members or at other persons connected with SOFTBALL NAPANEE, Ontario Amateur Softball Association, Ontario Rural Softball Association, Provincial Women’s Softball Association, Slo-Pitch Ontario Association, Softball Ontario, Softball Canada and or/other National Federations, the World Baseball Softball Confederation and their related events.

- e) Any instance of cyber-bullying or cyber-harassment between one Member and another Member (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on Social Media, via text-message, or via e-mail: insults, negative comments, vexatious behavior, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behavior.
- f) Any instances of bringing the game of softball into disrepute via Social Media.

### **Member Responsibilities**

- 5. Members must be aware that their Social Media use may be monitored by the Organization or by any member teams, leagues or associations.
- 6. When using Social Media, a Member must model appropriate behavior befitting the Member's status as a member of the Organization.
- 7. Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the Member from being subject to disciplinary action from the Discipline Committee.
- 8. A Member who believes that the Social Media use by another member is inappropriate and or may violate one of the policies of the Organization should report the matter to the President of the SOFTBALL NAPANEE, or chair of the Discipline Committee or his/her designate, in a timely manner.

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