



# ORILLIA CURLING CLUB

www.oriliacurlingclub.ca

<b>Policy Manual:</b>	<b>Section:</b>
<b>Policy:</b> Safe Sport – Social Media Policy	
<b>DATE:</b> Sept 6, 2023	<b>Revised:</b>

## Definitions

- The following terms have these meanings in this Policy:
  - “Social media”* – The catch-all term that is applied broadly to new computer-mediated communication media including, but not limited to blogs, YouTube, Facebook, Instagram, Tumblr, Snapchat, and Twitter.
  - “Individuals”* – Individuals employed by, or engaged in activities with Orillia Curling Club (**OCC**) including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, medical and paramedical personnel, and Directors and Officers of **OCC**
  - “Discipline Chair or Case Manager”* – The person(s) appointed by **OCC** to oversee management and administration of complaints, as applicable.

## Preamble

- OCC** is aware that Individual interaction and communication occurs frequently on social media. **OCC** cautions Individuals that any conduct falling short of the standard of behaviour required by **OCC’s Code of Conduct and Ethics** will be subject to the disciplinary sanctions identified within **OCC’s Discipline and Complaints Policy**.

## Application of this Policy

- This Policy applies to all Individuals as defined in the Definitions.

## Conduct and Behaviour

- In accordance with **OCC’s Discipline and Complaints Policy** and *Code of Conduct and Ethics*, the following social media conduct may be considered minor or major infractions at the discretion of the Discipline Chair or Case Manager:
  - Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, at **OCC**, or at other individuals connected with **OCC**
  - Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at an Individual, at **OCC**, or at other individuals connected with **OCC**
  - Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about **OCC**, its stakeholders, or its reputation
  - Inappropriate personal or sexual relationships between Individuals who have a power imbalance in their interactions, such as between athletes and coaches, Directors and staff, officials and athletes, etc.
  - Any instance of cyber-bullying or cyber-harassment between one Individual and another Individual (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 any social medium, via text-message, or via email: regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

Location: 500 Atherley Rd., Orillia, L3V 7Y1

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5. All conduct and behaviour occurring on social media may be subject to **OCC's Discipline and Complaints Policy** at the discretion of the Discipline Chair or Case Manager.

## **Individuals Responsibilities**

6. Individuals acknowledge that their social media activity may be viewed by anyone, including **OCC**.
7. If **OCC** unofficially engages with an Individual in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Individual may, at any time, ask **OCC** to cease this engagement.
8. When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with **OCC**.
9. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Individual from being subject to **OCC's Discipline and Complaints Policy**.
10. An individual who believes that an Individual's social media activity is inappropriate or may violate **OCC's** policies and procedures should report the matter to **OCC** in the manner outlined by **OCC's Discipline and Complaints Policy**.

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