



Social Media Policy

THIS POLICY IS IN DRAFT VERSION AND IS UP FOR ADOPTION,

By Motion, _____

At the Fall AGM Oct. 27-28th, 2018 of the Ontario Association of Archers Inc.

Definitions

1. The following terms have these meanings in this Policy:
 - a) *“Social media”* – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr and Twitter.
 - b) *“Individual”* – National Participants as defined in the Ontario Association of Archers inc. Bylaws, as well as all individuals employed by or engaged in activities with Ontario Association of archers Inc., including but not limited to, volunteers, athletes, coaches, officials, directors, officers, team managers, team captains, medical and paramedical personnel, administrators, and employees.
 - c) *“Case Manager”* – The person or organization appointed by Ontario Association of Archers Inc. to oversee management and administration of complaints.

Preamble

2. Ontario Association of Archers Inc. and Member Organizations (hereinafter referred as “Ontario Association of Archers Inc.”) encourages individuals to engage with social media but cautions that such engagement must meet the standard of conduct and behavior outlined by Ontario Association of Archers Inc. various *Codes of Conduct*. Conduct and behavior falling short of said standards may be subject to Ontario Association of Archers Inc.’ **Discipline and Complaints Policy**.
3. In particular, athletes who engage with social media must understand that, though they are members of Ontario Association of Archers Inc., they do not necessarily represent Ontario Association of Archers Inc.. It should be clear to persons following an athlete’s social media activity that the athlete is not speaking on behalf of Ontario Association of Archers Inc..

Application

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

Conduct and Behavior

5. Per the Ontario Association of Archers Inc. **Discipline and Complaints Policy** and various Codes of Conduct, the following social media conduct may be considered minor or major infractions at the discretion of the Case Manager:
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an individual, member of Ontario Association of Archers Inc., or at other persons connected with Ontario Association of Archers Inc..

- b) Posting a picture, altered picture, or video on social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at an Individual, at Ontario Association of Archers Inc., or at other persons connected with Ontario Association of Archers Inc..
 - c) Creating or contributing to a Facebook group, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about Ontario Association of Archers Inc., its stakeholders, or its reputation.
 - d) Any instance of cyber-bulling or cyber-harassment between one Individual and another Individual (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bulling 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 behavior, pranks or jokes, threats, posing as another person, spreading rumors or lies, or other harmful behavior and/or participating in any negative or disparaging remarks or commentary relating to race, creed, gender, religion, hate mongering, etc. as outlined in the Human Rights Act.
6. All conduct and behavior occurring on social media may be subject to the Ontario Association of Archers Inc. Discipline and Complaints Policy at the discretion of the Case Manager.

Individuals Responsibilities

- 7. Individuals acknowledge that their social media activity may be viewed by anyone; including Ontario Association of Archers Inc. and the Individual's provincial associations or local clubs.
- 8. If the Ontario Association of Archers Inc. 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 the Ontario Association of Archers Inc. to cease this engagement.
- 9. When using social media, an Individual must model appropriate behavior befitting the Individual's role and status in connection with Ontario Association of Archers Inc..
- 10. Removing content from social media after it has been posted, (either publicly or privately) does not excuse the Individual from being subject to the Ontario Association of Archers Inc. Discipline and Complaints Policy.
- 11. A person who believes that an Individual's social media activity is inappropriate or may violate Ontario Association of Archers Inc. policies and procedures should report the matter to Ontario Association of Archers Inc. in the manner outlined by the Ontario Association of Archers Inc. Discipline and Complaints Policy.

Acknowledgement

The Ontario Association of Archers Inc. would like to thank Canada Basketball & Ontario Council of Shooters in the development of this Social Media Policy.