

**FIELD HOCKEY ONTARIO**

Box# 80030
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SOCIAL MEDIA POLICY

Preamble

1. FHO is aware that Participant interaction and communication occurs frequently on Social Media. FHO cautions Participants that any conduct falling short of the standard of behaviour required by this *Social Media Policy* and the *Code of Conduct and Ethics* may be subject to the disciplinary sanctions identified within the *Discipline and Complaints Policy*.

Application of this Policy

2. This Policy applies to all Participants.

Conduct and Behaviour

3. All conduct and behaviour occurring on Social Media must comply with the *Code of Conduct and Ethics*.
4. Participants may not engage in the following behaviour on Social Media:
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at a Participant, at FHO, or at other individuals connected with FHO
 - b) Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at a Participant, at FHO, or at other individuals connected with FHO
 - c) 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 FHO, its stakeholders, or its reputation
 - d) Any instance of cyber-bullying or cyber-harassment between one Participant and another Participant (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.

Participant Responsibilities

5. Participants acknowledge that their Social Media activity may be viewed by anyone, including FHO.
6. If FHO unofficially engages with a Participant in Social Media (such as by retweeting a tweet or sharing a photo on Facebook) the Participant may, at any time, ask FHO to cease this engagement.
7. When using Social Media, a Participant must model appropriate behaviour befitting the Participant's role and status in connection with FHO.



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8. Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the Participant from being subject to the *Discipline and Complaints Policy*.
9. An individual who believes that a Participant's Social Media activity is inappropriate or may violate FHO's policies and procedures should report the matter to FHO in the manner outlined by the *Discipline and Complaints Policy*.

