

SOCIAL MEDIA POLICY

For the purpose of this social media policy, social media can be considered any form of on-line activity that actively involves “posting” information on the Internet. The policy will encompass public communications through such Internet websites as Twitter, Facebook, Instagram, Snapchat and any other social media network that allows users to communicate online.

Zone 4 recognizes and appreciates the value of social media and the importance of social networking. We must be aware of the dangers social media and networking can present and this policy will address the procedures that should be explored when a violation takes place. The Executive needs to address incidents when they are made aware of them. One rule of thumb will generally keep all of us within the mandate of this policy; if it isn't positive don't post it!

POLICY GUIDELINES

- Comments or remarks of an inappropriate nature, which are detrimental to any Team, individual, or the Zone will not be tolerated and will be subject to disciplinary action.

VIOLATION GUIDELINES

The following are examples of conduct through social media and networking mediums that are considered violations of the Zone 4 Social Media Policy and may be subject to disciplinary action by the Executive.

- Any statement deemed to be publicly critical or detrimental to the welfare of any player, team, official, or the Zone.
- Negative or derogatory comments about any player, team, official, or coaching staff.
- **Any form of bullying, harassment or threats against players or officials.**
- Photographs, video or comments promoting negative influences.
- Inappropriate, derogatory, racist, or sexist comments of any kind.

ENFORCEMENT GUIDELINES

Because social media violations may vary in terms of their seriousness and effect, care must be taken to consider sanctions that are appropriate in each situation that presents itself. That is not to say that these type of violations are minor, but rather, some may be more serious than others. Factors that can be considered when dealing with social media violations include:

- The intent of the violator
- Whether harm, physical or otherwise, resulted from the violation
- The circumstances of the violation
- Any previous social media violation history

DISCIPLINARY GUIDELINES

Possible disciplinary measures therefore depend on a number of factors. The following suggested actions are considered for various conducts:

- Implicit or implied threats of serious bodily harm: indefinite suspension
- Posting of pictures/video of a threatening nature: indefinite suspension
- Slurs against someone's race, religion, sex, or sexual orientation: indefinite suspension
- Slurs against another player: indefinite game suspension
- Posting or sending unwanted or intimidating messages: indefinite game suspension
- Negative or derogatory comments about players, officials, staff: indefinite game suspension