



# Ontario Provincial Trapshooting Association

<b>Social Media Policy</b>	
<b>Policy Developed by: Pam Muma</b>	<b>Policy Approved by: Neville Henderson</b>
<b>Date of Approval: February 12, 2018</b>	<b>Date of Latest Review:</b>

## PREAMBLE

Ontario Provincial Trapshooting Association and Member Organizations (hereinafter referred to as “Ontario Provincial Trapshooting Association”) encourages individuals to engage with social media but cautions that such engagement must meet the standard of conduct and behaviour outlined by Ontario Provincial Trapshooting Association’s Code of Conduct. Conduct and behaviour falling short of this standard may be subject to Ontario Provincial Trapshooting Association’s By-Law Section 8.04.

In particular, athletes who engage with social media must understand that, though they are representative of Ontario Provincial Trapshooting Association, they do not represent Ontario Provincial Trapshooting Association. It should be clear to persons following an athlete’s social media activity that the athlete is not speaking on behalf of Ontario Provincial Trapshooting Association.

## DEFINITIONS

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 Provincial Trapshooting Association Bylaws, as well as all individuals employed by or engaged in activities with Ontario Provincial Trapshooting Association, including but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators, and employees.
- c) “*Case Manager*” – The person or organization appointed by Ontario Provincial Trapshooting Association to oversee management and administration of complaints.

## APPLICATION

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

## **CONDUCT AND BEHAVIOUR**

Per the Ontario Provincial Trapshooting Association By-law Section 8.04 and Code of Conduct Policy, 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, at Ontario Provincial Trapshooting Association, or at other persons connected with Ontario Provincial Trapshooting Association.

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 Provincial Trapshooting Association, or at other persons connected with Ontario Provincial Trapshooting Association.

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 Provincial Trapshooting Association, its stakeholders, or its reputation.

d) 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 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.

All conduct and behaviour occurring on social media may be subject to the Ontario Provincial Trapshooting Association By-law Section 8.04 at the discretion of the Case Manager.

## **INDIVIDUAL RESPONSIBILITIES**

Individuals acknowledge that their social media activity may be viewed by anyone; including Ontario Provincial Trapshooting Association and the Individual's provincial associations or local clubs.

If the Ontario Provincial Trapshooting Association 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 Provincial Trapshooting Association to cease this engagement.

When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with Ontario Provincial Trapshooting Association.

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 Provincial Trapshooting Association By-law Section 8.04

A person who believes that an Individual's social media activity is inappropriate or may violate Ontario Provincial Trapshooting Association policies, procedures and By-laws should report the matter to Ontario Provincial Trapshooting Association in the manner outlined by the Ontario Provincial Trapshooting Association s By-law Section 8.04.

### **ACKNOWLEDGEMENTS**

The Ontario Provincial Trapshooting Association would like to thank Canada Basketball in the development of the Ontario Provincial Trapshooting Association Social Media Policy.

### **APPROVAL**

Social Media policy approved by Ontario Provincial Trapshooting Association Board of Directors on February 12, 2018.