

ENNISMORE MINOR HOCKEY ASSOCIATION SOCIAL MEDIA AND NETWORKING POLICY
Approved January 19, 2016

The EMHA Social Media and Networking Policy will encompass public communications through such internet media and websites as Twitter, Facebook, Snapchat, Instagram, LinkedIn, and any other social media network that allows users to communicate news and opinions online as well as other forms of electronic communication.

The policy will be applicable to all members of the Ennismore Minor Hockey Association (EMHA), including executive members, coaching & bench staff, teams, EMHA members, on-ice and off-ice officials, players, players' family members and supporters.

The EMHA recognizes and appreciates the value of social media and the importance of social networking to all of its stakeholders. The EMHA also respects the right of all Teams and Association personnel to express their views publicly. At the same time, we must be aware of the dangers that social media and networking can present.

The purpose of this policy is to educate the EMHA Community on the risks of social media and to ensure all EMHA Community members are aware that conduct deemed to be inappropriate will be subject to disciplinary action by the EMHA.

When using social media and networking media, the EMHA community should assume at all times that they are representing all members of the Association, the Association itself, and the EMHA Governing Associations. All members of the EMHA should remember to use the same discretion with social media and networking (e.g. texting, posting pictures and/or messages online, participating in discussion or chat fora, etc.) as they do with other traditional forms of media (e.g. radio, TV, newspaper). In other words, if you would not want a particular picture or message to appear in a traditional newspaper, then it should not appear on social media.

SOCIAL MEDIA GUIDELINES

- a. EMHA holds the entire EMHA Community who participates in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
- b. Comments or remarks of an inappropriate nature which are detrimental to a Team, the Association or an Individual will not be tolerated and will be subject to disciplinary action.
- c. It should be recognized that social media and comments such as 'texting' are on the record and can be instantly published and available to the public and media. Everyone including Association and/or Team personnel, players, corporate partners and the media can review social media communications. You should conduct yourself in an appropriate and professional manner at all times.
- d. Refrain from divulging confidential information of a personal or team-related nature. For example, avoid revealing business or game strategy that could provide another team or individual a competitive advantage. Do not discuss injury information about any player. Only divulge information that is considered public.
- e. Use your best judgment at all times – pause before posting or sending. Once your comments are posted or sent they cannot be retracted. Ultimately, you are solely responsible for your comments.

- f. If requested to participate in an online network as a direct result of your affiliation with or participation in the EMHA, the EMHA recommends that you request approval from the Team or the Association.

EXAMPLE SOCIAL MEDIA VIOLATIONS

The following are examples of conduct through social media and networking media that are considered violations of the EMHA Social Media and Networking Policy and may be subject to disciplinary action by the Association.

- a. Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member Team, the Association or an individual.
- b. Divulging confidential information that may include, but is not limited to the following:
 - player injuries; player movement; game strategies; or
 - any other matter of a sensitive nature to a member Team, the Association or an Individual.
- c. Negative or derogatory comments about any of the EMHA Teams, the Association, the League(s) and/or EMHA programs, stakeholders, players or any members of the EMHA.
- d. Any form of bullying, harassment, intimidation or threats against players or officials.
- e. Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to: drug use, alcohol abuse, public intoxication, hazing, sexual exploitation, etc.
- f. Online activity that contradicts the current policies of the EMHA or any of its member Associations.
- g. Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with the EMHA policies and regulations on these matters.
- h. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

DISCIPLINE

EMHA will investigate reported violation(s) of this policy as deemed appropriate by the Association. If the investigation determines that a violation has occurred, the EMHA will impose an appropriate sanction as outlined in the EMHA Code of Conduct including the Appeal process.