



**SPEED
SKATING
BC**

Policy:

Social Media Policy

Board approved: April 2024
Member Ratified: June 2024



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Social Media Policy

Preamble


1. SSBC is aware that Individual interaction and communication occurs frequently on social media. SSBC cautions Individuals that any conduct falling short of the standard of behaviour required by this Policy and the Code of Conduct may be subject to the disciplinary sanctions identified within the Complaints and Discipline Policy.

Application of this Policy

2. This Policy applies to all Individuals and to SSBC.

Conduct and Behaviour

3. For the avoidance of doubt, the following social media conduct may be subject to disciplinary action in accordance with the Complaints and Discipline Policy:
 - a. Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, SSBC, Member Club, SSC or any other National Sport Organization, or at other individuals connected with a Member Club, SSBC or SSC.
 - 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 an Individual, Club, SSBC, SSC or any other National Sport Organization, or at other individuals connected with a Club, SSBC, or SSC.
 - c. Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or any other app or online forum devoted solely or in part to promote negative or disparaging remarks or commentary about a Club, SSBC, SSC or any other National Sport Organization.
 - d. Inappropriate personal or sexual relationships over a social medium between Individuals who have a Power Imbalance in their interactions, such as between Athletes and coaches, directors, officers, committee members and staff, officials and Athletes, etc.
 - e. Any instance of cyber-bullying or cyber-harassment by an Individual, 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 or unwelcome behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.

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4. All conduct and behaviour occurring on social media may be Reported pursuant to the Complaints and Discipline Policy.

Individuals' Responsibilities

5. Individuals acknowledge that their social media activity may be viewable and viewed by anyone, including SSBC, SSC or other Members or Individuals.
6. If SSBC 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 SSBC to cease this engagement.
7. When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with SSBC.
8. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Individual from being subject to the Complaints and Discipline Policy.
9. An Individual who believes that another Individual's social media activity is inappropriate or may violate the policies and procedures of SSBC should Report the matter in the manner outlined by the Complaints and Discipline Policy.

Privacy

10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to SSBC's Personal Information Protection Policy.