



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Social Media Policy

As a part of the Gander Revolution Football Club's risk management process, the Club has established a social media and E-Mail policy which reflects the needs of all users.

GRFC recognizes the importance of social media as a tool for engaging its supporter base. This policy is designed to protect the interests and reputation of the GRFC and its stakeholders by ensuring its Executive, staff and players are equipped with the requisite knowledge and skills to appropriately use social media.

The GRFC Media Policy includes, but is not limited to, the use of Twitter, Facebook, YouTube, blogs, websites and any other public online forum. This policy applies to full time staff, part time staff, casual staff, directors, contractors and volunteers. The Club is not seeking to restrict use of social media but to create clear lines between private and Club material and set guidelines where material relates to the Club.

General Guidelines

- Only authorized personnel may speak on behalf of the GRFC. These persons include the Club President, Vice President, Technical Director and Director of Communications through the expressed permission of the GRFC Executive. Staff that wish to express or transmit Club material need to seek approval through the GRFC Executive.
- The use of the 'ganderrevolution@gmail.com' accounts shall be used for the dissemination of information between the GRFC Executive and its staff, volunteers and members. This email address cannot be used for personal communication.

Specific Guidelines for Authorized Users

- Club Information must be released through the GRFC's official Club social media accounts before others can publish / forward such information through their individual accounts.
- Social Media should not be used for the posting or exchanging information that has the potential to embarrass or bring the GRFC or its related parties into disrepute.
- Social Media should not be used for communicating confidential or competitively/commercially sensitive information without express permission of GRFC.
- Social Media should not be used for the posting of photos of GRFC events or individuals (including stakeholders) without the permission of the GRFC Executive.
- When using social media and where possible, identify yourself and state that any opinions are yours and do not represent those of GRFC.
- GRFC has the right to access any data lists you accumulate whilst working at the GRFC



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



General Advice

- Use common sense and good judgment - your statements could have an impact on you and GRFC's reputation. Remember that what you post or publish will become public information, and will last forever online.
- If you would not say something to a member of the media, do not publish it on any form of social media.
- You are accountable for your actions and what you communicate via social media.
- Any staff, coaches or volunteers who are unsure whether or not they are authorized to publish opinions or views of GRFC should contact the GRFC Executive.

Please Note

- The policy will be updated and reviewed regularly as new technology and platforms emerge.
- As part of the induction process, staff can request assistance in setting up social media so that appropriate levels of privacy are activated.

Players, Coaches & Managers with GRFC

- The use of social media to engage in improper conduct is expressly prohibited by GRFC. Any language deemed to be inappropriate which may include but is not limited to: harassment, explicit or threatening language, sexual, racial or ethnic slurs or any type of cyber bullying directed at another player, coach, manager or parent is expressly prohibited by GRFC.
- The Club has a zero tolerance for any infractions of this policy and actions seen to violate this policy shall be vigorously enforced. Should a specific incident occur, the Club will take specific corrective actions which may include a: verbal/written warning, suspension or expulsion from GRFC
- **Coaches should NOT be engaging with personal social media whilst coaching. Phones should be turned off and away from the playing area.**

Personal Communication Devices

- GRFC asks that players, coaches and managers refrain from utilizing personal communications devices within changing areas and facilities located at GRFC or any other location in which GRFC members are competing.
- The Club also asks that players, coaches and managers refrain from the use of personal communication devices while driving and ask that hands free devices be utilized while in your car or simply pull over to complete any calls which may be required.



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Non-compliance

- GRFC will continue to monitor social media and email accounts to ensure compliance with this policy. Employees who fail to comply with this policy may be the subject of disciplinary action including termination of employment.
- It is the expectation of GRFC that employees, contractors and volunteers will promptly advise the management of any facts or circumstances which may suggest a breach of the policy. This may include taking prompt action to remove the offending material if possible.
- GRFC Staff and Volunteers should be aware that the inappropriate or unlawful use of social media may expose the volunteer to personal legal liability. GRFC will not be held liable for the acts and omissions of volunteers in breach of this policy. In circumstances where a volunteer fails to comply with this policy, he or she may be asked to discontinue their association with GRFC