

SOFTBALL NOVA SCOTIA SOCIAL MEDIA POLICY

Softball Nova Scotia is committed to providing an environment to lead, develop and promote positive Softball experiences.

Any form of harassment using electronic devices commonly known as cyberbullying by coaches, other parents, volunteers, officials, bench staff, other teammates and competitors will not be tolerated.

What is cyberbullying?

Cyberbullying is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person's true or false identity. In addition, any communication of this form that disputes or prevents a safe and positive environment may also be considered cyberbullying.

Social Media Guidelines

a) Softball Nova Scotia holds the entire Softball Nova Scotia membership 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, Associations, Clubs and Leagues, Softball Nova Scotia or an individual will not be tolerated and will be subject to disciplinary action.

c) It should be recognized that social media comments are on the record and 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. Avoid revealing business or game strategy that could provide another team or individual a competitive advantage.

Furthermore, do not discuss injury information about any player. Only divulge information that is considered public.

e) Use your best judgement at all times – pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.

SOFTBALL NOVA SCOTIA SOCIAL MEDIA POLICY

f) If requested to participate in an online network, as a direct result of your affiliation with or participation in Softball Nova Scotia, Softball Nova Scotia recommends that you request approval from your Softball association, club, or league executive.

Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the Softball Nova Scotia social media policy and may be subject to disciplinary action by the Team, Softball Association, League and/or Softball Nova Scotia.

a) Any statement deemed to be publicly critical of Association officials or detrimental to the welfare of a member of a team, association, league, Softball Nova Scotia or individual.

b) Divulging confidential information that may include, but is not limited to the following:

- Player injuries;
- Players, coaches, Board members or Staff personal information ;
- Any other matter of a sensitive nature to a member of a team, associations, clubs, leagues, Softball Nova Scotia or an individual;

c) Negative or derogatory comments about any ,team, association, league, Softball Nova Scotia staff, volunteers, Board Members, Softball Nova Scotia programs, stakeholder, players or any Softball Nova Scotia member.

d) Any form of bullying, harassment or threats against players or officials.

e) Photographs, video or any accusations, comments or posting to slander and or insult, 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 Softball Nova Scotia or any of its member associations.

g) Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with Softball Nova Scotia policies and regulations on these matters.

SOFTBALL NOVA SCOTIA SOCIAL MEDIA POLICY

h) Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

Discipline

When a complaint is filed that may be in violation of this social media policy, Softball association, clubs, teams or leagues, Softball Nova Scotia executive shall deal with any matter.

Complaints referred to Softball Nova Scotia will be investigated and reviewed by the Softball Nova Scotia executive or if deemed warranted Discipline Committee and if deemed warranted, members of Softball Nova Scotia may be subject to disciplinary action as imposed by Softball Nova Scotia executive or Discipline Committee.

Softball Nova Scotia may impose one or more of the following sanctions:

- i. Verbal or Written Warning – A verbal reprimand or an official, written notice that a Participant has violated the Policy and that more severe sanctions will result should the Participant be involved in other violations.
- ii. Education – The requirement that a Participant undertake specified educational or similar remedial measures to address the violation.
- iii. Probation – If deem necessary, a period can be set wherein, if the Participant is found to have engaged in any behaviour prohibited by this Policy, then they will be subject to loss of privileges or other conditions, restrictions, or requirements for a specific period of time.
- iv. Suspension – Suspension to be determined by Softball Nova Scotia, either for a set time or until further notice, from participation, in any capacity, in any Softball Nova Scotia - sanctioned activity. A suspended Participant is eligible to return to Softball, but reinstatement may be subject to certain restrictions or contingent upon the Participant satisfying specific conditions noted at the time of suspension as determined by Softball Nova Scotia or an independent Discipline committee.
- v. Eligibility Restrictions – Restrictions or prohibitions from some types of participation may sanction may be imposed but allowing participation in other capacities under strict conditions.
- vi. Permanent Ineligibility – Permanent ineligibility to participate in any Softball Nova Scotia -sanctioned activity.

SOFTBALL NOVA SCOTIA SOCIAL MEDIA POLICY

vii. Other discretionary sanctions – Other sanctions for cyberbullying or Harassment Maltreatment, Bullying may be imposed, including, but not limited to, other loss of privileges, no contact directives, or other restrictions or conditions as deemed necessary or appropriate.

All decision made and imposed by Softball NS in accordance to this policy will be final and will not be subject to any other appeal.