

Saskatchewan Triathlon Association Corp

SOCIAL MEDIA POLICY



TRIATHLON SASKATCHEWAN
SOCIAL MEDIA POLICY

Effective date	February 11 2024
Archived date	-
Date last reviewed	February 11, 2024
Scheduled review date	January 2026
Replaces and/or amends	New Policy
Approved by and date	Board of Directors, February 11, 2024
Appendix(-ces) to this Policy	-

Preamble

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

Application of this Policy

2. This Policy applies to all Individuals and to TRIATHLON SASKATCHEWAN.

Conduct and Behaviour

3. For the avoidance of doubt, the following social media conduct may be subject to disciplinary action in accordance with the *Discipline and Complaints Policy*:
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, TRIATHLON SASKATCHEWAN, TRIATHLON SASKATCHEWAN's National Sport Organization, or at other individuals connected with TRIATHLON SASKATCHEWAN or TRIATHLON SASKATCHEWAN's National Sport Organization
 - 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, TRIATHLON SASKATCHEWAN, TRIATHLON SASKATCHEWAN's National Sport Organization, or at other individuals connected with TRIATHLON SASKATCHEWAN or TRIATHLON SASKATCHEWAN's National Sport Organization
 - c) Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about TRIATHLON SASKATCHEWAN, TRIATHLON SASKATCHEWAN's National Sport Organization, their stakeholders or their reputation
 - 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.

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

Individuals' Responsibilities

5. Individuals acknowledge that their social media activity may be viewable and viewed by anyone, including TRIATHLON SASKATCHEWAN, TRIATHLON SASKATCHEWAN's National Sport Organization, or other or Individuals.
6. If TRIATHLON SASKATCHEWAN 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 TRIATHLON SASKATCHEWAN 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 TRIATHLON SASKATCHEWAN.
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 *Discipline and Complaints Policy*.
9. An Individual who believes that another Individual's social media activity is inappropriate or may violate the policies and procedures of TRIATHLON SASKATCHEWAN should Report the matter in the manner outlined by the *Discipline and Complaints Policy*.

Privacy

10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to TRIATHLON SASKATCHEWAN's usual policies and practices regarding private and/or confidential information.