

# **Lac du Bonnet Minor Hockey Association**

## **Social Media Policy**



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## **1. INTRODUCTION**

For the purpose of this Social Media and Networking Policy, the policy will encompass public communications through such internet mediums and websites as Twitter, Facebook, MySpace, LinkedIn, Foursquare and any other social media network that allows users to communicate online.

The policy will be applicable to all members of the Lac du Bonnet Minor Hockey Community, including Board Members, Teams, LDBMHA members, on-ice and off-ice officials, players, players' family members, players legal guardians and supporters. LDBMHA recognizes and appreciates the value of social media and the importance of social networking to all its stakeholders. LDBMHA 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 social media and networking can present. The purpose of this policy is to educate the LDB Minor Hockey Community on the risks of social media and to ensure all Teams and Association personnel are aware that conduct deemed to be inappropriate may be subject to disciplinary action by the Team, the LDBMHA, Eastman Minor Hockey Association and/or Hockey Manitoba.

## **2. SOCIAL MEDIA GUIDELINES**

- a) LDBMHA holds the entire LDBMHA 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 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 always conduct yourself in an appropriate and professional manner.

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.

Only divulge information that is considered public.

e) Always use your best judgment – pause before posting. Ultimately, you are solely responsible for your comments, and they are published for the public record.

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

g) Players or hockey operations staff are not permitted to participate in social media or networking two (2) hours prior to the start of a Hockey Manitoba sanctioned game and at least one (1) hour following the completion of a Hockey Manitoba sanctioned game.

### **3. SOCIAL MEDIA VIOLATIONS**

The following are examples of conduct through social media and networking mediums that are considered violations of the LDBMHA Social Media and Networking Policy and may be subject to disciplinary action by the Team, Minor Hockey Association, Eastman Minor Hockey and/or Hockey Manitoba.

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:

- I. player injuries;
- II. trades or other player movement;
- III. game strategies; or



IV. 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 Team, Minor Hockey Association, LDBMHA Volunteers, Eastman Minor Hockey and/or Hockey Manitoba staff, programs, stakeholders, players or any member of a Hockey Manitoba sanctioned Team.

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

e) Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to:

- I. drug use,
- II. alcohol abuse,
- III. public intoxication,

f) Online activity that contradicts the current policies of Hockey Manitoba or Eastman Minor Hockey

g) Inappropriate, derogatory, racist or sexist comments of any kind, in keeping with the LDBMHA, EMHA or Hockey Manitoba policies and regulations on these matters.

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

#### **4. DISCIPLINE**

The Team, LDBMHA, Eastman Minor Hockey and/or Hockey Manitoba will investigate reported violation(s) of this policy. If the investigation determines that a violation has occurred, the Team, LDBMHA, EMHA and/or Hockey Manitoba will impose an appropriate suspension. Any appeal of the suspension will be dealt with as set out in a LDBMHA, EMHA and/or Hockey Manitoba Handbook for other types of suspensions.

Possible outcomes are as follows, and will be imposed as is deemed appropriate:

- I. offending party receives warning, advised to cease behavior, and/or
- II. offending party's permission to attend any LDBMHA functions removed and/or



- III. offending party and dependents banned from participation in all LDBMHA events.

## 5. SUMMARY

When using social media and networking mediums, the LDBMHA community should always assume they are representing LDBMHA and/or its member Associations or Teams. All members of the LDBMHA community should remember to use the same discretion with social media and networking as they do with other traditional forms of media. Should the identity or image of any member of the LDBMHA Community be used in social media and Networking without the Individual, Team or Association authorization, this is considered to be identity theft. Please notify your LDBMHA Team Management or the Hockey Manitoba Office immediately. Any use of a player or team member's image or likeness without the written consent of LDBMHA is strictly prohibited.