



SOCIAL MEDIA POLICY	Approval / Revision Date:	April 9, 2019
	Approved by Board of Directors	
Ethics & Risk Management - Safe Sport		
	Replacing Previous Version:	No Prior Version

Definitions

1. The following terms have these meanings in this Policy:
 - a) *“Social media”* – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr, Snapchat, and Twitter.
 - b) *“Individuals”* – Individuals employed by, or engaged in activities with, Gymnastics Ontario including, but not limited to, Registered Individuals, athletes, coaches, convenors, judges, officials, volunteers, managers, administrators, committee members, and Directors and Officers of Gymnastics Ontario
 - c) *“Case Manager”* – The person or organization appointed by Gymnastics Ontario to oversee management and administration of complaints.

Preamble

2. Gymnastics Ontario is aware that Individual interaction and communication occurs frequently on social media. Gymnastics Ontario cautions Individuals that any conduct falling short of the standard of behaviour required by Gymnastics Ontario’s *Code of Conduct and Ethics* will be subject to the disciplinary sanctions identified within Gymnastics Ontario’s *Discipline and Complaints Policy*.

Application of this Policy

3. This Policy applies to all Individuals as defined in the Definitions.

Conduct and Behaviour

4. Per Gymnastics Ontario’s *Discipline and Complaints Policy* and *Code of Conduct and Ethics*, the following social media conduct may be considered minor or major infractions at the discretion of the Case Manager:
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, at Gymnastics Ontario, or at other individuals connected with Gymnastics Ontario
 - 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 a Individual, at Gymnastics Ontario, or at other individuals connected with Gymnastics Ontario

- 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 Gymnastics Ontario, its stakeholders, or its reputation
 - d) Inappropriate personal or sexual relationships between Individuals who have a power imbalance in their interactions, such as between athletes and coaches, Directors and staff, officials and athletes, etc.
 - e) Any instance of cyber-bullying or cyber-harassment between one Individual and another Individual (including a teammate, coach, opponent, volunteer, or official), 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 behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.
5. All conduct and behaviour occurring on social media may be subject to Gymnastics Ontario's *Discipline and Complaints Policy* at the discretion of the Case Manager.

Individuals Responsibilities

- 6. Individuals acknowledge that their social media activity may be viewed by anyone; including Gymnastics Ontario.
- 7. If Gymnastics Ontario 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 Gymnastics Ontario to cease this engagement.
- 8. When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with Gymnastics Ontario.
- 9. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Individual from being subject to Gymnastics Ontario's *Discipline and Complaints Policy*.

An individual who believes that an Individual's social media activity is inappropriate or may violate Gymnastics Ontario's policies and procedures should report the matter to Gymnastics Ontario in the manner outlined by Gymnastics Ontario's *Discipline and Complaints Policy*.