



# **GDRC**

## **Social Media Policy**

### **Definitions**

The following terms have these meanings in this policy:

- a) “Social media” – The catch-all term that is applied broadly to computer-mediated communication media such as blogs, YouTube, Facebook, Snapchat, Instagram, Tumblr, and Twitter, etc.
- b) “Member”- Membership is defined in the GDRC Bylaws, as well as all individuals employed by or engaged in activities with the GDRC, including but not limited to, athletes, coaches, officials, volunteers, directors, team captains, medical and paramedical personnel, administrators and employees.

### **Preamble**

The GDRC is aware that member interaction and communication occurs frequently on social media. The GDRC cautions members that any conduct falling short of the standard of behaviour required by the GDRC Code of Conduct will be subject to the disciplinary sanctions identified by the GDRC Recreation Program Director.

### **Application**

This policy applies to all members as defined in the definitions above.

### **Conduct & Behavior**

Per the GDRC Code of Conduct, the following Social Media conduct may be considered minor or major infractions:



- a) Posting a disrespectful, hateful, insulting, or otherwise negative comment on a personal blog, in a Facebook post or note, or as a Tweet on Twitter, that is directed at members or at other persons connected with the GDRC and related events.
- b) Posting a disparaging or harmful comment on a personal blog, in a Facebook post or note, or as a Tweet on Twitter, that is directed at the GDRC and/or related events.
- c) Creating or contributing to a Facebook group, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about the GDRC or its reputation and related events.
- d) Posting a picture, altered picture, or video on Facebook, Tumblr, Twitter, YouTube, or other social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at members or at other persons connected with the GDRC and other related events.
- e) Any instance of cyber-bullying or cyber-harassment between one member and another member (including a teammate, coach, opponent, volunteer, or official, etc.), 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.

## Member Responsibilities

Members must be aware that their Social Media use may be monitored by the GDRC or by the GDRC Recreation Program Director.

When using Social Media, a member must model appropriate behaviour benefitting the member's status as a member of the GDRC.



Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the member from being subject to the disciplinary consequences set out by the Recreation Program Director.

A member who believes that the Social Media use by another member is inappropriate or may violate the GDRC's policies and procedures should report the matter to the Recreation Program Director immediately.