



Gooden Reserve Netball Association

# Social Media Policy

Version 0.1

Gooden Reserve Netball Association  
19 December 2023

## Introduction and Purpose

Social media is changing the way we communicate. This policy has been developed to inform our community about using social media so people feel enabled to participate, while being mindful of their responsibilities and obligations. This policy assists to establish a culture of openness, trust and integrity in all online activities related to Gooden Reserve Netball Association (GRNA).

This policy contains GRNA guidelines for the GRNA community to engage in social media use. It also includes details of breaches of the policy. In circumstances where guidance about social media issues has not been given in this policy, we suggest you use common sense or seek out advice from those who have approved this policy.

This policy aligns with the GRNA Code of Conduct and, applies to all persons involved in GRNA including committee members, volunteers, players, umpires, coaches, managers, and player parents/guardians.

## Scope

Social media refers to any online tools or functions that allow people to communicate and/or share content via the internet.

This social media policy applies to platforms including, but not limited to:

- Stack TeamApp
- Social networking sites (e.g. Facebook, Twitter, LinkedIn, Google+, Pinterest, Yammer, etc)
- Video and photo sharing websites or apps (e.g. YouTube, Vimeo, Instagram, Flickr, Vine, etc)
- Blogs and micro-blogging platforms (e.g. Tumblr, Wordpress, Blogger, etc)
- Live broadcasting apps (e.g. Instagram Live, Stories, Facebook Mentions, etc)
- Instant messaging (e.g. SMS, Skype, Snapchat, WhatsApp, Viber, etc)
- Online multiplayer gaming platforms (e.g. Xbox Live, Fortnite, Roblox, etc)
- Online voting or polls (SignUp.com, etc)
- Public and private online forums and discussion boards
- Any other online technologies that allow individual users to upload and share content.

This policy is applicable when using social media as:

1. An officially designated individual representing GRNA (Committee, Coach, Manager etc) on social media; and
2. If you are posting content on social media in relation to GRNA that might affect GRNA's business, products, services, events, sponsors, members, or reputation.

*Note: This policy does not apply to the personal use of social media where it is not related to or there is no reference to GRNA.*

### Using social media in an official capacity

You must be authorised by GRNA before engaging in social media as a representative of GRNA. To become authorised to represent GRNA, you must be elected as a committee representative at the Annual General Meeting or, at an Extraordinary meeting.

Wherever practical, include a prominent disclaimer stating who you work for or are affiliated with (e.g. member of GRNA) and that anything you publish is your opinion and that you are not speaking officially. This is good practice and is encouraged, but don't count on it to avoid trouble -- it may not have legal effect.

GRNA will obtain written permission from players, their parent/guardian and all volunteers to record and publish images for social media and online marketing resources.

GRNA will never publish your personal information on social media.

### Guidelines

You must adhere to the following guidelines when using social media related to GRNA or its business, products, competitions, teams, participants, services, events, sponsors, members or reputation.

### Use common Sense

Whenever you are unsure as to whether or not the content you wish to share is appropriate, seek advice from others before doing so or refrain from sharing the content to be on the safe side. When using social media, the lines between public and private, personal and professional, may be blurred. Remember, you are an ambassador for GRNA.

### Protecting your privacy

Be smart about protecting yourself and your privacy. When posting content online there is potential for that content to become publicly available through a variety of means, even if it was intended to be shared privately. Therefore, you should refrain from posting any content online that you would not be happy for anyone to see, even if you feel confident that a particular individual would never see it. You should also be cautious about disclosing your personal details and, posting information and photographs of children.

You must not upload photos containing the images of other people's children without the consent of the child's parent or guardian.

## Honesty

Your honesty- or dishonesty- may be quickly noticed in the social media environment. Do not say anything that is dishonest, untrue or misleading. If you are unsure, check the source and the facts before uploading or posting anything. GRNA recommends erring on the side of caution - if in doubt, do not post or upload.

The web is not anonymous. You should assume that all information posted online can be traced back to you. You are accountable for your actions both on and offline, including the information you post via your personal social media accounts.

## Complying with applicable laws

Do not post or link to content that contains illegal or indecent content, including defamatory, vilifying or misleading and deceptive content.

Discrimination, sexual harassment and bullying The public in general, and GRNA's members, reflect a diverse set of customs, values and points of view. You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate. When using social media you may also be bound by GRNA's values and Code of Conduct.

## Conscientious Behaviour

Keep in mind that what you write is your responsibility, and failure to abide by these guidelines could put your membership at risk. You should always follow the terms and conditions for any third-party sites in which you participate.

## Child Safe Social Media

GRNA is committed to providing a safe environment for all people, especially minors (under 18 years). Whilst a child's welfare and the supervision of a child is the ultimate responsibility of the parent/guardian, any persons working with children under the umbrella of GRNA, is required to follow our specific child safe policies.

1. Social Media connections between non-related adults and minors (under 18 years) are strictly prohibited. (Refer to social media definitions at the beginning of this document).
2. Where GRNA Representatives must contact minors (under 18 years) such as Coaches and Umpires, the representative must hold a valid WWCC and, have completed the Office of the Children's Guardian Child Safe Sport e-learning Module 1. Communication is only permitted via Stack TeamApp.
3. Any online group communication must adhere to either:

- (i) Under no circumstances is an adult (18 years and above) permitted to contact a minor via social media, online chat, text message or phone call (including Stack TeamApp).
- (ii) Where minors are included in a group chat (including Stack TeamApp), the parent/guardian/s must be included in the membership group for the purposes of supervision and safety.
- (iii) Where the Coach is a minor (under 18 years) and player parents/guardians wish to communicate with the coach, all members of the group chat 18 years and above must hold a valid working with children's check (for volunteers).
- (iv) Where a Coach is a minor (under 18 years), only the team Manager (with a valid Working with Children's Check) is permitted to contact the coach via social media messaging, email or text message (outside of the group chat). All other connections are prohibited (such as being Facebook Friends).
- (v) All group chats are subject to periodic monitoring by GRNA Committee representatives to ensure adherence to child safe protocols.

#### Breaches of Policy

Breaches of this policy could result in disciplinary action as per the Gooden Reserve Netball Association Disciplinary Action Policy v0.1, as a breach in policy results in breaching the GRNA Code of Conduct.

#### How to report breaches or concerns

Please contact your Club Coordinator or a GRNA Committee Representative, in person, via Stack TeamApp message or email. Your report will be treated confidentially.

Email: [grnetball@gmail.com](mailto:grnetball@gmail.com) or, to your respective Club:

St Matthews Uniting Netball Club email: [stmatthewsnetballclub@hotmail.com](mailto:stmatthewsnetballclub@hotmail.com)

Northmead Uniting Netball Club email: [northmeadnetballclub@gmail.com](mailto:northmeadnetballclub@gmail.com)

TeamApp: via the Chat function with GRNA Committee (YYYY) as the recipient.

Mail: you can give any GRNA or Club Committee representative a handwritten letter.