

Social Media Policy



Purpose

This policy demonstrates the commitment of committee members, officials, and volunteers of the North Hobart Junior Football Club (the Club) to member safety and provides an outline of the policies and practices the Club has developed to keep everyone involved with our club safe from any form of online or social media abuse.

Policy Statement

Commitment to Member Safety

All members who are a part of the Club have a right to feel and be safe. The welfare of our members will always be our first priority and the Club has a zero tolerance toward online abuse. The Club strives to create safe and friendly online environment where members feel safe, are safe, and have fun.

Implementation

Any Person who is found to have engaged in, or is suspected of engaging in, the unacceptable use of Social Media in connection with the Club or its Members in any way may be dealt with by the Club as it deems fit, notwithstanding that the behaviour did not occur on the playing field.

Without limiting the operation of this policy, unacceptable use may involve the Person:

- Criticising umpires, players, officials or any other person or Body involved in the Southern Tasmanian Junior Football League, the Tasmanian State League or the Southern Football League.
- Engaging in but not limited to the misuse of technology through harassing, teasing, intimidating, racially or religiously vilifying or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites e.g. Facebook or blogs) and the sending, receiving and or possession explicit images of a person;
- Engaging in any other behaviour which the Club reasonably determines, in its absolute discretion, to have breached this policy.

In addition, it is important to note:

- It is not relevant that the person making the remarks was not aware that the content could or would be made publicly available.
- Members must also be aware that postings from their individual accounts, whether done by themselves or another person will remain the responsibility of the account owner.
- All members of the Club must be aware that in certain circumstances where a crime has been committed, they may also be subjected to a criminal investigation by Police within which the Club will co-operate as required.

Procedure

1. North Hobart Junior Football Club officials or members who feel that they have been the victims of such misuses of technology should save and store the offending material on their computer, mobile phone or other device. They should then print/ save a copy of the material and immediately report the incident to the Club Member Protection Officer.
2. All reports of cyberbullying and other technology misuses will be investigated fully in accordance with the Club Member Protection Policy.
3. Where there is evidence proving an offending party is guilty, penalties will be enforced in line with the Club Member Protection Policy which can include immediate cancellation of Club Membership.
4. Any person who is penalised under a disciplinary process for breach of this policy may have a right of appeal under the Club's Appeals and Resolution Policy.
5. Investigation outcomes will result in a notification to Tasmania Police where the Club is legally obliged to do so.

Evaluation and Review

This policy will be reviewed annually, prior to the commencement of each season, or as required by changes in legislation.

Last reviewed: 21.04.22