



Social Media Policy

Preamble

1. Communication occurs through both face-to-face interactions and electronic interactions. Electronic communication can happen in a social medium (such as Facebook, Instagram, and Snapchat) and in a non-social electronic medium (such as texting, virtual meeting platforms and email).

2. Dodgeball PEI recognizes that communication between all participants should be guided by principles that ensure the safety of the participants and that maintain and strengthen effective relationships.

3. Dodgeball PEI further recognizes that minor athletes, who are vulnerable participants, prefer in many cases to communicate through electronic interaction. Dodgeball PEI strives to ensure that athletes are protected during electronic interactions with Persons in Authority and that they are not placed in a vulnerable situation.

Definitions

a) **Electronic Communication Media** – Communication media that is primarily for connecting with other users without a content-sharing or social networking purpose. Electronic communication media includes email, texting (SMS), Facebook messenger, video sessions, WhatsApp, virtual meeting platforms, and other similar applications.

b) **Interpersonal Communication**–Communication that occurs between two or more Participants within a communication medium.

c) **Participants** – Refers to all categories of individual members and/or registrants defined in the By-Laws of Dodgeball PEI as well as all people engaged in activities with, Dodgeball PEI including, but not limited to athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, and Directors and Officers. Participants are subject to the policies of Dodgeball PEI.

d) **Person in Authority** – A Participant who holds a position of authority within Dodgeball PEI including, but not limited to, coaches, managers, support personnel, supervisors, and Directors. There is typically a Power Imbalance between Persons in Authority and other Participants.

e) **Power Imbalance** – A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has a duty of care or supervisory, evaluative, or other authority over another Participant. A Power Imbalance may also exist between an athlete and other adults who are Persons in Authority. Maltreatment occurs when this power is misused.

f) **Public Communication** – Communication that is or was posted publicly, such as on a Participant's social media platform.

g) **Responsible Coaching Movement** – A call to action for sport organizations, parents, and coaches to enact responsible coaching across Canada – on and off the field ([https://coach.ca/responsible\[1\]coaching-movement](https://coach.ca/responsible[1]coaching-movement))

h) **Social Media** – Communication media that permits users to create or generate content, share that content, and network with other users. Social media includes YouTube, Facebook, Instagram, LinkedIn, Tumblr, TikTok, Snapchat, Twitter, and other similar websites and applications.

i) **Vulnerable Participants** – Includes children/youth (minors) and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

Principles

The following principles reflect Dodgeball PEI's values, and guide this Policy:

a) Dodgeball PEI is committed to the Responsible Coaching Movement and to making sport safer for everyone, Particularly Vulnerable Participants.

b) Persons in Authority must use Electronic Communication and social media that are appropriate for the context in which the communication occurs.

c) Regular communication is an important requirement for nourishing effective and healthy relationships.

d) An open and observable environment facilitates healthy exchanges among the coach, athlete, and parent/guardian triangle which is necessary for communication with Vulnerable Participants.

Guidelines for Persons in Authority

a) You must model appropriate behaviour befitting your role and status in connection with Dodgeball PEI.

d) Be aware that you may acquire information about an athlete that imposes an obligation of disclosure on your part (such as seeing pictures of underage athletes drinking during a trip).

e) Athletes will search for your Social Media accounts. Be prepared for how you will respond when an athlete attempts to interact with you on social media.

f) Annually review and update the privacy settings on all your Social Media accounts.

g) Persons in Authority may not demand access to an athlete's private posts on Twitter, Instagram, or Facebook.

h) Keep official business off social media.

i) Selection decisions posted will be limited to players who have made the team on social media.

j) Never misrepresent yourself by using a fake name or fake profile.

k) Do not delete your communication history with Vulnerable Participants in any medium.

Guidelines for Athletes

a) Coaches, teammates, officials, or opposing competitors may all add you to Facebook or follow you on Instagram or Twitter. You are not required to follow anyone or be Facebook friends with anyone.

b) If you are under the age of 18, make sure that your parent/guardian is aware of any Electronic Communication and/or Social Media interactions that you have with your coach or another Person in Authority.

c) If you feel harassed by someone in an Electronic Communication Media and/or Social Media interaction, report it to a Person in Authority or to Dodgeball PEI.

d) Though it is recommended to follow either the Dodgeball PEI Page or Dodgeball PEI Community to keep up with updates, you are not required to join a fan page on Facebook or follow a Twitter feed or Instagram account if you do not want to.

e) Content posted or shared on social media, relative to your privacy settings, is considered Public Communication. In most cases, you do not have a reasonable expectation of privacy for any material that you post or share.

f) Content posted on social media is almost always permanent – consider that other individuals may take screenshots of your content (even snapchats) before you can delete them.