



**BOWLS**  
TASMANIA

## **POLICY TITLE: Social Media**

**RELATED POLICIES:**

**RESPONSIBLE OFFICERS:** CEO

**AUTHORITY:** Chief Executive Officer

**APPLICABLE FORMS:**

**APPROVED:** July 2016

**NEXT REVIEW DATE:** July 2019

Social Media sites such as Facebook, MySpace, Twitter, Flickr, LinkedIn, YouTube, as well as Forums and Blogs are exciting new avenues expressing creativity, and sharing interests and knowledge. Participation in these online communities is therefore supported. However, over a number of years there have been repeated incidents where online discussions and posting of online content have caused distress to individuals or groups of members and has detracted from the community's overall enjoyment of Bowls.

The Bowls Tasmania social media policy is guided by the key principles of the Bowls Tasmania (BT) Code of Conduct which are:

- BT wishes to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional wellbeing and possessions, to ensure no damage or deprivation is caused to either.
- BT wishes to operate in an environment that is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment. (Refer to ASC Guidelines for Harassment-Free Sport).
- BT wishes to operate in a non-discriminatory environment. Respect the right, dignity and worth of every human being - within the context of the activity, treat everyone equally regardless of gender, ethnic origin or religion.
- Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by BT. If any disciplinary action is taken, persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.

Bowls TAS promotes responsible use of social media and requires its members, when posting about the Organisation and its members or Region or club endorsed, promoted or conducted events or activities, to observe the following guidelines for responsible social media use.

1. Bowls TAS requires members to take responsibility for their own words and for the comments allowed on their sites or forums. BTAS members will not post unacceptable content, and will delete comments that contain it. Unacceptable content is defined as anything included or linked to that:
  - a. is being used to abuse, harass, stalk or threaten others
  - b. is libellous, knowingly false, or misrepresents another person,
  - c. infringes upon a copyright or trademark
  - d. violates an obligation of confidentiality
  - e. violates the privacy of others
2. Bowls TAS members don't post anything online that they wouldn't say in person.
3. Bowls TAS members connect privately before they respond publicly. When members encounter conflicts and misrepresentation in social networking sites, they make every effort to talk privately and directly to the person(s) involved—or find an intermediary who can do so—before publishing any posts or comments about the issue.
4. Bowls TAS strongly discourages personal attacks. When someone who is publishing comments that are offensive, members will tell them so (privately, if possible—see 3 above).
5. Anonymous comments are discouraged. All content posters should be required to supply a valid email address before they can post, authorized posters may identify themselves with an alias, rather than their real name.
6. Bowls TAS prefers members not to respond to nasty comments about them, their group, event or site. If posts veer into abuse or libel, Bowls TAS supports the use of disciplinary and grievance procedures to resolve issues.

Bowls TAS encourages all members to "think before posting". Members should recognise that even if posting to a private section of a social networking site comments can appear in public areas through a variety of means and can easily be found. Members should avoid posting something they will regret now or later.