

## POLICY STATEMENT

**Respectful conduct is expected from all Foothills Minor Hockey Association members (i.e. players and parents), staff, and volunteers on all social media channels, accounts and platforms.**

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### PRINCIPLES

- 1) Foothills Minor Hockey Association (herein referred to as FMHA) is committed to respectful behavior and conduct both on and off the ice and works to eliminate disrespectful conduct and discriminatory practices including abuse, neglect and harassment.
- 2) All FMHA members, staff, and volunteers are accountable for what they post on social media channels, and other online locations.
- 3) Volunteers include individuals in hockey administration positions, and coaches, trainers, mentors, or instructors serving in an official capacity on behalf of FMHA at a program, clinic, event or camp.
- 4) The following are examples of conduct that would violate FMHA's Social Media Conduct policy:
  - a) Bullying, harassment, intimidation or threats of any type.
  - b) Making negative or derogatory comments about, or statements deemed detrimental to the welfare of, any individual or group.
  - c) Divulging confidential information or any other matter of a sensitive nature.
  - d) Posting photographs, video or comments promoting negative influences or criminal behavior, including but not limited to drug use, alcohol abuse, public intoxication, hazing, and sexual harassment.
  - e) Undertaking activity that contradicts the current policies of FMHA or any of its Member organizations.
  - f) Undertaking activity that is meant to alarm other individuals or to misrepresent fact or truth.

For more information and guidance on posting on social media, please refer to Hockey Alberta's guidelines of unacceptable conduct on social media on their website:

<https://officials.hockeyalberta.ca/standards/social-media-policy/>

- 6) When required, disciplinary action or sanction will be assessed toward the individual making the unacceptable posts. Depending on the nature of the infraction, discipline or sanction can include anything from the individual being banned or blocked from FMHA's social media channels, suspension from or being relieved of employment or volunteer status, to the RCMP or other authorities being called.

7) Where the unacceptable conduct involves abuse, neglect or harassment of any type, and FMHA has a reasonable belief such unacceptable conduct has occurred, the matter may be turned over to the RCMP or other appropriate external authorities.

## **PROCESS AND PROCEDURE**

1) If unacceptable conduct on social media by FMHA member, staff or volunteer is discovered, details of the conduct are to be provided to the Vice President.

2) Social media posts can be deleted or edited quickly. To assist with any potential investigation, as soon as unacceptable conduct is discovered or reported, the Vice President should obtain as much as information as possible, including:

a) The platform(s) used

b) Content of the posts

c) Screenshots of the post(s)

3) When unacceptable conduct on social media is alleged involving FMHA member, staff or volunteers, the following process will occur:

a) The Vice President will acknowledge when a complaint or allegation has been received.

b) The Vice President will inform the association member, staff member or volunteer about the allegation of unacceptable conduct on social media.

c) The Vice President will investigate the allegation, including meeting with the association member, staff member or volunteer. Detailed notes of all meetings will be kept to help determine what sanction, if any, is required.

i. Depending on the nature of the allegation, the investigation could range from an informal conversation with the association member, staff or volunteer, to selecting an independent investigator to oversee a formal investigation process.

ii. During the period of the investigation, if the unacceptable conduct occurred on a FMHA social media channel, the individual will not have access to post on those channels.

d) Based on information collected during the investigation, the Disciplinary Committee will recommend an appropriate resolution.

i. The recommendation and supporting rationale will be reviewed by the Disciplinary Committee who oversees that area of operations for FMHA.

ii. Any sanction or recommendations will be communicated to the association member, staff or volunteer by the Vice President.

e) If the association member, staff, or volunteer disagrees with the sanction or recommendations, as per the FMHA Bylaws Article 14- Appeals, an application for an Appeal Tribunal can be made to the Disciplinary Committee to review the decision based on evidence being provided that indicates:

i. There were facts that were not heard; and/or

ii. There was bias or conflict of interest in rendering the decision.

f) Documentation pertaining to the conduct, investigation and decision will be kept in the individual's staff or volunteer file.