



FREESTYLE CANADA SOCIAL MEDIA POLICY

Effective date	November 1, 2023
Archived date	-
Date last reviewed	October 20, 2023
Scheduled review date	TBC
Replaces and/or amends	-
Approved by and date	FC BOD October 20, 2023
Appendix(-ces) to this Policy	-

Preamble

1. Freestyle Canada²² and its Members are aware that Individual interaction and communication occurs frequently on social media. Freestyle Canada and its Members caution Individuals that any conduct falling short of the standard of behaviour required by this Policy and the *Code of Conduct and Ethics* may be subject to the disciplinary sanctions identified within the *Discipline and Complaints Policy*.

Application of this Policy

2. This Policy applies to all Individuals, Freestyle Canada and Members.

Conduct and Behaviour

3. For the avoidance of doubt, the following social media conduct may be subject to disciplinary action in accordance with the *Discipline and Complaints Policy*:
 - a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an Individual, at Freestyle Canada, at a Member, or at other individuals connected with Freestyle Canada or its Members.
 - b) Posting a picture, altered picture, or video on a social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at an Individual, at Freestyle Canada, at a Member, or at other individuals connected with Freestyle Canada or its Members.
 - c) Creating or contributing to a Facebook group, webpage, Instagram account, Twitter feed, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about Freestyle Canada or its Members, their stakeholders, or their reputation.

²² A separate document with term definitions that apply to all Freestyle Canada Policy is found online and in the Freestyle Canada Safe Sport Policy Manual.

- d) Inappropriate personal or sexual relationships over a social medium between Individuals who have a Power Imbalance in their interactions, such as between Athletes and Athlete Support Personnel, directors and officers, committee members and employees, officials and Athletes, etc.
 - e) Any instance of cyber-bullying or cyber-harassment between one Individual and another Individual, where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious or unwelcome behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.
4. All conduct and behaviour occurring on social media may be Reported pursuant to the *Discipline and Complaints Policy*.

Individuals' Responsibilities

- 5. Individuals acknowledge that their social media activity may be viewable and viewed by anyone, including Freestyle Canada, Members or other Individuals.
- 6. If Freestyle Canada or a Member unofficially engages with an Individual in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Individual may, at any time, ask Freestyle Canada or the Member to cease this engagement.
- 7. When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with Freestyle Canada or the Member.
- 8. Removing content from social media after it has been posted (either publicly or privately) does not excuse the Individual from being subject to the *Discipline and Complaints Policy*.
- 9. An Individual who believes that another Individual's social media activity is inappropriate or may violate the policies and procedures of Freestyle Canada or a Member should Report the matter in the manner outlined by the *Discipline and Complaints Policy*.

Privacy

- 10. The collection, use and disclosure of any personal information pursuant to this Policy is subject to Freestyle Canada's usual policies and practices regarding private and/or confidential information, or those of its Members, as applicable