



SPMHA – SOCIAL MEDIA CONDUCT POLICY

The **St. Paul and District Minor Hockey Association (SPMHA)** is committed to providing an environment to lead, develop and promote positive hockey experiences. Any form of harassment in person or using electronic devices by coaches, parents, volunteers, bench staff, other team mates and competitors will not be tolerated.

What is cyberbullying?

Cyberbullying is the use of any electronic communication device to convey a message in any form (text, image, audio or video) that defames, intimidates, harasses or is otherwise intended to harm, insult or humiliate another in a deliberate, repeated or hostile and unwanted manner under a person's true or false identity. In addition, any communication of this form that disputes or prevents a safe and positive environment may also be considered cyberbullying.

Social Media Guidelines

1. SPMHA holds the entire membership who participate in social media and networking to the same standards as it does for all other forms of media including radio, television and print.
2. Comments or remarks of an inappropriate nature which are detrimental to a Team, other Associations, Leagues, SPMHA member or volunteer or any other individual will not be tolerated and will be subject to disciplinary action.
3. It should be recognized that social media comments are on the record and instantly published and available to the public and media. Everyone including Association and/or Team Personnel, players, and the media can review social media communications. You must conduct yourself in an appropriate and professional manner at all times.
4. Refrain from divulging confidential information of a personal or team related nature. Avoid revealing business or game strategy that could provide another team or individual a competitive advantage. Furthermore, do not discuss injury information about any player. Only divulge information that is considered public.
5. Use your best judgement at all times - pause before posting. Once your comments are posted they cannot be retracted. Ultimately, you are solely responsible for your comments and they are published for the public record.
6. SPMHA has a Zero Tolerance towards cyberbullying



Social Media Violations

The following are examples of conduct through social media and networking mediums that are considered violations of the SPMHA social media policy and may be subject to disciplinary action by the SPMHA.

1. Any statement deemed to be publicly critical of SPMHA officials or detrimental to the welfare of a member of a team, association, league, SPMHA or individual.
2. Divulging confidential information of any team, volunteer, parent, player or SPMHA member.
3. Negative or derogatory comments about any team, league, SPMHA Board, volunteers, players or any SPMHA member.
4. Any form of bullying, harassment or threats against players or officials.
5. Photographs, video or comments promoting negative influences or criminal behavior, including but not limited to:
 - Drug use;
 - Alcohol abuse;
 - Public intoxication;
 - Hazing;
 - Sexual exploitation; etc.
6. Online activity that contradicts the current policies of Hockey Canada, Hockey Alberta, SPMHA or any of its member associations.
7. Inappropriate, derogatory, racist, or sexist comments of any kind, in keeping with SPMHA policies and regulations on these matters.
8. Online activity that is meant to alarm other individuals or to misrepresent fact or truth.

Discipline

When a complaint is filed that may be in violation of this social media policy SPMHA executive may deal with any matter and where possible.

Complaints referred to SPMHA will be investigated and reviewed by the SPMHA Discipline Committee and if deemed warranted members of SPMHA may be subject to disciplinary action.



Steps after complaint

1. Written complaint reaches the SPMHA Executive
2. The accused will receive written notice of immediate suspension pending a meeting and review within 7 days of receiving the complaint. If the accused cannot make the meeting date then they will be indefinitely suspended until they can meet with the disciplinary committee.
3. The disciplinary committee will be named prior to the meeting.

Individuals found guilty of this offense automatically are given a minimum 2 game suspension. If found guilty of a second offence the accused will be suspended indefinitely and no longer be a member of good standing with SPMHA.

Any parent or spectator can be removed and/or prohibit or suspend access to any SPMHA rented facility (arena) at the discretion of the SPMHA Executive.