

## **Quinte Rowing Club Social Media Policy**

4. All conduct and behaviour occurring on Social Media may be Reported pursuant to the Harassment, Discipline and Complaints Policy.

### **Individuals' Responsibilities**

5. Individuals acknowledge that their Social Media activity may be viewable and viewed by anyone, including Quinte Rowing Club, Rowing Canada, Row Ontario or Member Organizations or Individuals.

6. If Quinte Rowing Club unofficially engages with an Individual in Social Media (such as by reposting or sharing a photo on Facebook) the Individual may, at any time, ask Quinte Rowing Club 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 Quinte Rowing Club, Row Canada, Row Ontario or a Rowing Organization.

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 Harassment, 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 Quinte Rowing Club should Report the matter in the manner outlined by the Harassment, Discipline and Complaints Policy.

10. Social media used for the purpose of communication between Quinte Rowing Club Members about activities, programs and events will be moderated by the Board's Director of Marketing in consultation with the Board of Directors. For privacy, Administrator Privileges will be overseen by Members of the Board inclusive of the Chair of the Board. Administrators maybe approved on case-by-case base.

To this end, Quinte Rowing Club may use either of the following methods when faced with comments or posts that fall within the above criteria:

- hiding or deleting comments; and
- blocking individuals.

## Quinte Rowing Club Social Media Policy

Effective Date	July 11, 2024
Archive Date	
Date Last Reviewed	
Scheduled Review Date	
Archived Date	
Replaced or /Amendments	
Approved by and Date	Quinte Rowing Club Board Members: July 3, 2024
Appendix (ces) to this Policy	

### Preamble

1. Quinte Rowing Club is aware that Individual interaction and communication occurs frequently on Social Media. Quinte Rowing Club cautions Individuals that any conduct falling short of the standard of behaviour required by this Social Media Policy and the Code of Conduct and Ethics may be subject to the disciplinary sanctions identified within the Harassment, Discipline and complaints Policy.

### Application of this Policy

2. This Policy applies to all Individuals and Quinte Rowing Club.

### Conduct and Behaviour

3. The following Social Media conduct may be subject to disciplinary action in accordance with the Harassment, Discipline and Complaints Policy:

- a) Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a Social Medium
- b) Posting a picture, altered picture, or video on a Social Medium that is harmful, disrespectful, insulting, or otherwise offensive,
- c) Creating or contributing to a Social Medium vehicle, such as but not limited to a Facebook group, webpage, Instagram account, X feed, blog, or online forum, devoted solely or in part to promoting negative or disparaging remarks or commentary about Quinte Rowing Club, RCA or a Member Organization, or their stakeholders, or their reputation
- 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 coaches, Directors and Officers, committee members and staff, umpires, officials, and Athletes, etc.
- e) Any instance of cyber-bullying or cyber-harassment, 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.