

**ST. THOMAS PANTHERS GIRLS HOCKEY CORPORATION**  
**SOCIAL MEDIA POLICY**

For the purpose of this Social Media Policy, the policy includes communications through all social media channels, electronic messaging (such as texting), Internet media and websites such as Facebook, YouTube, WhatsApp, Instagram, TikTok, X, Snapchat, Telegram, TeamSnap and any other social media network that allows users to communicate online. This policy will also include emailing as a form of social networking.

This policy will be applicable to all members of the St. Thomas Panthers Girls Hockey Corporation (STPGHC) community including Board Members, Teams, Coaching Staff, Trainers, Bench Staff, Managers, Den Parents, Players, Volunteers, on and off ice officials, players' family members and supporters. *Herein referred to as "Community"*. The STPGHC recognizes the "Social Networking Policy" set forth by OWHA and this policy establishes further guidelines.

STPGHC recognizes and appreciates the value of social media and its importance, however we recognize it allows for inappropriate unsupervised conduct which may be detrimental to the welfare of the STPGHC Community. We also respect the right of all members of the STPGHC Community to express their views publicly, at the same time we must be aware of the dangers social media can present.

The purpose of this policy is to educate all STPGHC Community members on the risks of social media and to ensure all teams and Corporation personnel are aware that conduct deemed to be inappropriate may be subject to disciplinary action by team officials, STPGHC Board of Directors, Ontario Women's Hockey Association (OWHA) and/or Hockey Canada.

**GUIDELINES**

- STPGHC holds the entire STPGHC Community who participates in social media to the same standards and expectations
- Social Media established for the purpose of representing a team aligned to the STPGHC must be managed by at least one individual who is 18 years of age or older
- Comments or remarks of an inappropriate nature which are detrimental to a team, STPGHC or an individual will not be tolerated and will be subject to disciplinary action.
- Social media comments are on the record and instantly published and available to the public and media. Everyone including Corporation and/or team personnel, players, corporate partners and the media can review social media communications, therefore you should conduct yourself in an appropriate and professional manner at all times.
- 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 or medical information about a specific player.
- Use your best judgement at all times – pause before posting.

**SOCIAL MEDIA VIOLATIONS**

The following are examples of social media violation and may be subject to disciplinary action by the STPGHC Board.

- Any statement deemed to be publicly critical of the officials (on or off the ice).

- Divulging confidential information that may include, but it is not limited to the following:
  - player injuries;
  - player movement;
  - game strategies;
  - any other matter of a sensitive or personal nature to an individual athlete, coach or volunteer.
- Negative or derogatory comments about any member of the STPGHC community and/or opposing teams.
- Any form of bullying, harassment or threats against players, coaches, volunteers, or officials within the STPGHC community and/or opposing teams
- Photographs, videos or comments that illustrate negative influence or criminal behaviour including but not limited to:
  - Drug use
  - Alcohol abuse
  - Public intoxication
  - Hazing
  - Sexual exploitation, etc.
  - Photographs and/or videos taken in dressing rooms.
- Inappropriate, derogatory, racist or sexist comments of any kind.
- Online activity that is meant to alarm other individuals, players, teams or to misrepresent fact or truth.

## **DISCIPLINE**

STPGHC will investigate reported violation(s) of this policy, and if the investigation determines that a violation has occurred, will impose an appropriate discipline including but not limited to suspension.

- The first violation will result in a verbal warning from a STPGHC Board of Directors.
- The second violation will result in an automatic 5 game suspension and a discipline meeting with STPGHC Board of Directors.
- The third violation is automatic suspension until a discipline meeting with the STPGHC Board of Directors can be arranged with possible player release from the Corporation.

The STPGHC Board of Directors recognizes that perpetrator intent and victim impact may differ in each case, and reserves the right to escalate the process to automatic suspension immediately.

Any appeal of the suspension will be dealt with as set out in the OWHA handbook for other types of suspensions.

## **SUMMARY**

When using social media, the STPGHC Community should assume at all times they are representing the Corporation and/or its members or teams. All members of the STPGHC Community should remember to use the same discretion with social media as they do with other traditional forms of media.

[HOCKEY CANADA: CYBERBULLYING AND BULLYING PREVENTION](#)

[OWHA SOCIAL MEDIA POLICY](#)

[OWHA HARASSMENT, ABUSE, BULLYING AND MISCONDUCT POLICY](#)