

CLUB SOCIAL MEDIA POLICY

1. OVERVIEW

The Social Media Policy (**the Policy**) is one of several Policies and Codes that promotes a culture of best practice (Excellence) management within AUSSIE GEMS CHEERLEADING AND GYMNASTICS. The policy sets out the rights and responsibilities of AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING and its members in relation to all social media activity.

The Policy defines the scope of social media usage, guidelines for content distribution, the behaviour expected by affiliates and the regulations adopted by AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING to manage the appropriate use of social media.

2. POLICY STATEMENT

Aussie Gems Dance, Gymnastics & Cheerleading considers that social media and other online mediums, subject to its use, contribute to international perception of gymnastics and notes that it is necessary to regulate usage and content to protect the image and reputation of the sport, Aussie Gems Cheerleading and Gymnastics, members and prospective members as well as foster a sport free from bullying and harassment.

Aussie Gems Dance, Gymnastics & Cheerleading considers that material posted on social media, whether on a private or public site, is in the public domain and will be treated as such when investigating grievances or disciplinary matters.

3. SCOPE

The Social Media Policy sets out the minimum requirements For AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING and its affiliates.

This policy applies to the following, whether they are in a paid or voluntary capacity;

- Aussie Gems Dance, Gymnastics & Cheerleading Officers (including directors, managers, additional staff)
- Support personnel (e.g. managers, physiotherapists, masseurs, sport trainers)
- Coaches
- Judges and other officials
- Committee Members
- Volunteers
- Participant
- Participant Parents, Guardians, and spectators.

3.1. Definitions

<i>Participant(s):</i>	Any member training in a Gymsport within an affiliated member club.
<i>Coach(es):</i>	Anyone currently working in a coaching capacity for Aussie Gems Cheerleading and Gymnastics.
<i>Officials:</i>	A person holding official duties as a representative of Aussie Gems Cheerleading and Gymnastics.
<i>User(s):</i>	The person and/or people operating the profile.
<i>Social Media:</i>	Any website or application that allows users to create or share content or to participate in social interactions.
<i>Interaction(s):</i>	A mutual or reciprocal action between two or more parties.

4. RELATED DOCUMENTS

Related documents include:

- Bylaws
- Member Protection Policy
- Child Safe and Child Friendly Policy
- Discipline Policy
- Grievance Policy
- Acquiring and Displaying Images of Children Policy

This list is not exhaustive, and members should consult the Aussie Gems Dance, Gymnastics & Cheerleading website for other relevant information.

5. RIGHTS AND RESPONSIBILITIES

5.1. *Rights of the user*

Rights of a social media user include, but not limited to;

- Publicise personal views, insights and opinions
- Operate as a separate entity from Aussie Gems Dance, Gymnastics & Cheerleading
- Report inappropriate, unsavoury, or derogatory online behaviours
- Right to feel safe

5.2. *Responsibilities of the user*

Responsibilities of a social media user include, but not limited to;

- Interact with other members in a respectful manner
- Ensure content is not defamatory, threatening, harassing, hateful or discriminatory
- Ensure content does not infringe intellectual property rights of others
- Ensure content does not impersonate or falsely represent any other person or entity
- Ensure content upholds Aussie Gems Cheerleading and Gymnastics' stance on Child Safe Practices

- Ensure personal opinions do not damage or demean individuals or entities
- Provide factual and accurate information
- Adopt privacy practices and seek to protect privacy of others
- Only accept requests from people who are known and trusted
- Report inappropriate, unsavoury or derogatory online behaviours
- Adhere to the Terms of Use for any social media site or application
- Respect Aussie Gems Cheerleading and Gymnastics' core values

5.2.1. *Participants*

In addition to the responsibilities stated in Section 5.2. Participants have the responsibilities to;

- Understand consequences and repercussions, both legal and subject to Aussie Gems Dance, Gymnastics & Cheerleading policy, of material posted online
- Conduct themselves in reference to the Aussie Gems Dance, Gymnastics & Cheerleading Participant Codes of Behaviour

5.2.2. *Coaches and Officials*

In addition to the responsibilities stated in Section 5.2. Coaches and Officials (over the age of 18) have the responsibilities to:

- Be aware of Child Protection Policies and legislation and act in accordance when posting content.
- Ensure they do not 'friend', 'follow', or have conversations via social media in the absence of the child's parent with any participant under the age of 18.
- Seek consent from those involved, parent or guardian, prior to posting content online.
- Refrain from engaging in conversations with participants that could be done in other mediums.
- Maintain a Duty of Care to safeguard children and participants.
- Ensure personal views are not represented as those of Aussie Gems Dance, Gymnastics & Cheerleading or affiliates.
- Conduct themselves in reference to the Aussie Gems Dance, Gymnastics & Cheerleading Codes of Behaviour.

5.2.3. *Aussie Gems Dance, Gymnastics & Cheerleading*

In addition to the responsibilities stated in Section 5.2. Aussie Gems Dance, Gymnastics & Cheerleading shall:

- Ensure that interactions with affiliated members remain professional and adhere to privacy requirements.
- Be aware of Child Protection Policies and legislation and act in accordance when posting content.
- Seek consent of those involved prior to posting content online.

- Ensure conduct reflects social and behavioural norms for organisations online.
- Assess and where necessary investigate any grievances lodged in accordance with the appropriate Aussie Gems Dance, Gymnastics & Cheerleading policy.

6. REGULATION

6.1. Policy Breaches

Any Aussie Gems Dance, Gymnastics & Cheerleading member who is found to have uploaded content or engaged in interactions that do not comply with this Policy may be subject to an investigation and actions as outlined in the, Aussie Gems Dance, Gymnastics & Cheerleading Child Safe and Child Friendly Policy, Member Protection Policy, Grievance Policy or Discipline Policy, whichever is relevant.

Aussie Gems Dance, Gymnastics & Cheerleading reserves the right to enforce this Social Media Policy at its discretion. Aussie Gems Dance, Gymnastics & Cheerleading may remove any posted material, from any Aussie Gems Dance, Gymnastics & Cheerleading managed platform, that it considers to be in breach of the Policy. Any posting removed by Aussie Gems Dance, Gymnastics & Cheerleading may be stored for future reference.

Aussie Gems Dance, Gymnastics & Cheerleading may require that a member, person or entity bound by this policy remove material from social media that it believes in its sole discretion:

- Is illegal
- Is unsavoury,
- Constitutes bullying or harassment,
- Has the potential to bring the sport into disrepute,
- Is incompatible with the objectives of this policy,
- Conflicts with the objectives of the AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING Strategic Plan, and/or
- Breaches any other AUSSIE GEMS DANCE, GYMNASTICS & CHEERLEADING policy.

If Aussie Gems Dance, Gymnastics & Cheerleading requires that material is removed from social media, it must be removed as quickly as possible. Unreasonable delays with removing material from a site may result in disciplinary action against the member, person or entity.

6.2. Legal Ramification

Members may face legal action if content breaches federal or state legislation including but not limited to:

- The Privacy Act (1988)
- Children and Young Persons (Care and Protection) Act 1998
- Classification (Publications, Films and Computer Games) Act 1995
- Criminal Code Act 1995

Members publishing false or misleading comments about persons or organisations on a public forum may be liable for defamation as per the Defamation Act (2005).

7. COMPLAINT HANDLING

If a person has a concern or complaint with respect to the online conduct of a representative of Aussie Gems Dance, Gymnastics & Cheerleading or other member interactions, a submission to Aussie Gems Dance, Gymnastics & Cheerleading should be made in accordance with the Aussie Gems Dance, Gymnastics & Cheerleading Grievance Policy or Aussie Gems Dance, Gymnastics & Cheerleading Member Protection Policy, whichever is relevant.

9. REPORTING AND GOVERNANCE

Submissions of breaches to this Policy will be reported to Management. A breach of this Policy may, in some circumstances, result in Disciplinary Action.

10. POLICY PROMOTION

This policy will be made available to all members via the Aussie Gems Dance, Gymnastics & Cheerleading website.

11. REVIEW

This Policy will be reviewed annually by Aussie Gems Cheerleading and Gymnastics.

12. ADDITIONS OR AMENDMENTS

In addition to the annual review of this policy, recommended changes to the policy may be submitted to Club Management for consideration, at any time. In the event that the changes are accepted, the policy will be updated, dated and circulated to all relevant stakeholders.