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Social Media and Harassment Policy

Social Networking is defined as communicating through on-line communities such as, but not limited to, Facebook, Twitter, Snap Chat, blogging, etc.; it is recognized as a useful tool when implemented properly, however certain conduct may be detrimental to CMHA members and affiliates. All CMHA members are held accountable for their behaviour on Social Networking. The entire membership, which includes Executive members, Coaches, Team Support Staff, Players, Families, and Officials, is held to standards within social media that do not include bullying and threatening behaviour, or harassment in any form. Disciplinary action for infractions will first be classified as either minor, major, or HAB (harassment, bullying, and abuse), and dealt with accordingly. Please refer to Constitution, BL5, page 15.

Minor: single incident of disrespectful, offensive, abusive, racist, or sexist comments of behaviour. Unsportsmanlike conduct such as angry outbursts or arguing. Dealt with by local association with procedures outlined in CMHA Constitution. Sanctions may include verbal reprimand, written reprimand, verbal or written apology from individual, suspension or termination, or any other sanction deemed necessary.

Major: repeated single incidents of disrespectful, offensive, abusive, racist, or sexist comments of behaviour. Repeated unsportsmanlike conduct. Pranks or jokes endangering others. Any harassment, bullying, or abuse complaint. Any other complaint which is considered serious.

HAB – Harassment is defined as conduct which is insulting, intimidating, humiliating, offensive or physically harmful. The following are examples of harassment, but not limited to, unwelcomed jokes or teasing about looks, body, race, religion, sex, or sexual orientation. Condescending remarks. Any HAB complaint is considered a major infraction and will be handled and investigated in a confidential manner. Sanctions may include written reprimand in individual's file, written or verbal apology, suspension, removal of privileges.

Reference: Code of Conduct, Policies & Procedures v2.0, OMHA, April 2013