BADMINTON ONTARIO

Social Media Policy (September 2018)

1. APPLICATION

This policy applies to all Members (as defined below) of Badminton Ontario ("**BON**") associated with specific BON activities.

2. DEFINITIONS

(i) "**Members**" refers to all categories of membership defined in the BON By-Laws as well as individuals employed by, associated with and/or engaged in specific BON activities, including, but not limited to, athletes, coaches, convenors, officials, volunteers, managers, administrators, directors, officers, consultants, spectators at events and parents/guardians of athletes.

(ii) "**BON Staff**" refers to any employee of BON.

(iii) "**Social Media**" refers to the catch-all term that is applied broadly to computer-mediated communication media, including, but not limited to, blogs, YouTube, Facebook, Instagram, Tumblr, Twitter, Pinterest, Snapchat, etc.

3. POLICY

(a) Conduct and Behaviour

As per the BON Policy to Address Discrimination and Harassment, the following Social Media conduct may constitute discrimination or harassment:

(i) Posting a disrespectful, hateful, insulting, or otherwise negative comment on Social Media that is directed at Members or at other persons connected with BON.

(ii) Posting a disparaging or harmful comment on Social Media that is directed at BON or its Members.

(iii) Creating or contributing to a Social Media forum devoted solely or in part to promoting negative or disparaging remarks or commentary about BON or its Members.

(iv) Posting a picture, altered picture, video, or altered video on Social Media that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed BON or its Members.

(v) Any instance of cyber-bullying or cyber-harassment between one Member and another.

(b) Subject to Other Policies

All conduct and behavior occurring on Social Media may be subject to the BON Policy to Address Discrimination and Harassment at the discretion of BON Staff.

4. MEMBER RESPONSIBILITIES

(i) Members must be aware that their Social Media use may be reviewed by BON.

(ii) When using Social Media, a Member must model appropriate behavior befitting the Member's status as a member of BON.

(iii) Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the Member from being subject to the BON Policy to Address Discrimination and Harassment.

(iv) A Member who believes that Social Media use by another Member is inappropriate or may violate BON's policies and procedures should report the matter to BON in the manner outlined by the BON Policy to Address Discrimination and Harassment.