

Europe Netball Social Media Policy for the Officiating Workforce and Umpires

1. Introduction

Europe Netball is committed to creating and ensuring a safe, positive, and respectful environment for its Officiating workforce and umpires. This Social Media Policy provides guidance for the Europe Netball Officiating umpires and workforce to aid understanding of acceptable standards of the use of social media. It is designed to help participants use social media platforms and services appropriately, responsibly and professionally, to minimise the potential risks and to ensure consistent standards of use. The Officiating workforce and umpires are role models who are in a unique position of influence and must adhere to behaviour that sets a good example and aligns to the Europe Netball core values and ethos. As a member of the Europe Netball Officiating community, each participant is responsible for maintaining their reputation and the reputation of Europe Netball which plays an essential role in implementing and upholding this Policy.

- Europe Netball encourages and acknowledges the positive use of social media as a tool for connecting and engaging with the netball community and stakeholders. Europe Netball encourages all those involved in the sport of netball to take part in social media and to share information and their experiences with their friends, family and supporters. However, Europe Netball also recognises that the use of social media can pose risks to, for example, the reputation of Europe Netball, participants, and the sport of netball in general; the safety of children and participants; the confidentiality of information; and Europe Netball's compliance with its own legal obligations.
- The landscape of social media is ever-changing and as such a definitive list of the types of social media which this Policy applies to will not be provided. Therefore, this will be read with an understanding that the Policy applies to all communication methods commonly understood to be social media from time to time.

2. Obligations

Each participant is responsible and accountable for their own conduct, and for the conduct of agents and other representatives acting on their behalf in relation to social media use. When using social media, participants must always comply with the Regulations, including (without limitation) any relevant sections of the Europe Netball Code of Conduct. It should be noted Europe Netball will challenge anyone seen to be using social media either intentionally or by association, directly or indirectly, in an unacceptable manner.

When using social media, participants must:

- not abuse, threaten, intimidate, harass, victimise, 'troll', bully or use offensive, insulting, crude or abusive language towards any person;
- not commit any acts or make any statements that are (or may be considered) discriminatory by reason of colour, disability, ethnic origin, gender, nationality, race, religion, or sexual orientation;
- respect and abide by, any confidentiality obligations owed by the participant;
- not infringe any intellectual property or privacy rights of Europe Netball or any third party;
- not commit any acts of misconduct i.e. any conduct, behaviour, statements or practices that are unsporting and/or insulting and/or defamatory and/or contrary to the integrity of the

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sport of netball and/or that bring or have the potential to bring the sport of netball, a Europe Netball Event, a Member Country, a match official or other participant, Europe Netball and/or any sponsor or other commercial partner of Europe Netball into disrepute;

- not post, create, share, or exchange links to abusive, offensive, obscene, discriminatory or defamatory content;
- not imply that they are representing the views of Europe Netball (unless expressly authorised in advance, in writing by Europe Netball);
- interact with children in a manner consistent with the Safeguarding Guidelines and any safeguarding policies of the participant's Member Country; and
- comply with the terms and conditions of use and other policies of the social media platforms used.

3. General Guidance

Participants must also:

- have no expectation of privacy or confidentiality when creating or sharing on social media platforms;
- consider the potential sensitivity of any information before disclosing it;
- consider, even where social media is used in a personal capacity, other users who are aware of a participant's association with netball or Europe Netball and who might think that the participant speaks on behalf of Europe Netball;
- exercise care in relation to whom they interact with, and the topics discussed, especially if interacting with children;
- report any concerns arising as a result of social media use that relate to safeguarding of children to the relevant Member Country;
- maintain good information security practices, including using strong passwords and appropriate use of security and privacy settings on social media platforms;
- regularly review the privacy settings on personal social media accounts and appropriately restrict the access of others who can view their content;
- review the content of personal social media accounts on a regular basis and remove anything that could reflect negatively on themselves, another participant, Europe Netball, or the sport of netball;
- be aware that, in certain circumstances, conduct prohibited under this Policy may also amount to a criminal offence; and
- note that breaches of this Policy may still occur even where social media activity takes place on a personal account with appropriate privacy settings, or at a time outside of a Europe Netball appointment.

All personnel who are appointed on behalf of Europe Netball are obliged to adhere to Europe Netball's Code of Conduct, policies, procedures and guidelines.

4. Breaches

Any potential breach of the Policy will be investigated. Without prejudice to any investigatory or disciplinary proceedings, Europe Netball may require a participant to amend and/or remove any content, post, communication or similar that Europe Netball deems to be in breach of this Policy.

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Failure to comply with any requests or non-compliance with this Policy may result in disciplinary action, the individual involved may be withdrawn from an event and could also impact on any future appointments.

April 2024