

# Ontario Weightlifting Association Social Media Policy

## Definitions

1. The following terms have these meanings in this Policy:

**“Case Manager”** – The person or organization appointed by Ontario Weightlifting Association to oversee management and administration of complaints.

**“Member”** – All membership defined in the Ontario Weightlifting Association Bylaws as well as all individuals employed by, or engaged in activities with, the Ontario Weightlifting Association including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, directors and officers of the Ontario Weightlifting Association, spectators at events, and parents/guardians of athletes.

**“OWA”** – Ontario Weightlifting Association.

**“Social media”** – The catch-all term that is applied broadly to computer-mediated communication media such as Website, blogs, YouTube, Facebook, Instagram, Tumblr, and Twitter, etc.

## Preamble

2. The OWA is aware that Member interaction and communication occurs frequently on Social Media. This platform allows the OWA to increase communication between and among our members and partners as well as allowing the organization and its members to advance the promotion for a positive profile of our sport to a larger audience. The OWA encourages and supports members to take part in social media to contribute to discussions and share their positive experiences. The OWA is committed to a sport environment that supports responsible and respectful use of social media by its members. All postings made to social media are treated as public. This policy describes the OWA’s commitment to providing a positive and respectful platform for our members and the public. OWA cautions Members that any conduct falling short of the standard of conduct and behaviour required by the relevant OWA Code(s) of Conduct will be subject to the disciplinary sanctions identified within the Discipline & Complaints Policy.

## Application

3. This Policy applies to all Members as defined in the Definitions.

## Conduct and Behaviour

4. OWA members are encouraged to post positive experiences and respectful comments. Some examples of appropriate posts are: personal accomplishments in training or at competitions; support for fellow athletes, coaches, officials, or the OWA; interest in OWA and other weightlifting events; and questions relating to rules of the sport, OWA policies, upcoming events et cetera.
5. Per the OWA Discipline & Complaints Policy and relevant Code(s) of Conduct, the following Social Media conduct and behavior may be considered minor or major infractions by the Case Manager:
  - a) Posting a disrespectful, hateful, insulting, discriminatory or otherwise negative comment on a personal blog, in a Facebook post or note, or as a Tweet on Twitter or any other social media that is directed at Members or at other persons connected with OWA.

- b) Sending inappropriate or suggestive pictures, texts, instant messages, of a sexual nature.
- c) Spreading hate regarding an identifiable group as defined by the criminal code of Canada.
  - i. Definition of Identifiable group  
<https://laws-lois.justice.gc.ca/eng/acts/C-46/section-318.html>
  - ii. Public incitement of hatred  
<https://laws-lois.justice.gc.ca/eng/acts/C-46/section-319.html>
- d) Posting a disparaging or harmful comment on a personal blog, in a Facebook post or note, or as a Tweet on Twitter, that is directed at OWA.
- e) Creating or contributing to a Facebook group, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about OWA or its reputation.
- f) Posting a picture, altered picture, or video on Facebook, Tumblr, Twitter, YouTube, or other social medium that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at Members or at other persons connected with OWA.
- g) Any instance of cyber-bullying or cyber-harassment between one Member and another Member (including a teammate, coach, opponent, volunteer, or official), where incidents of cyber-bullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email: regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour.
- h) Any instance of bringing the sport of Olympic weightlifting into disrepute.
- i) Public defamatory comments towards any group or persons by a member or non-member.
  - i. See Defamatory Libel (sections 298-301)  
<https://laws-lois.justice.gc.ca/eng/acts/C-46/FullText.html>

### **Discipline**

- 6. All infractions to the conduct and behaviour occurring on Social Media may be subject to the OWA *Discipline & Complaints Policy* by the Case Manager.

### **Member Responsibilities**

- 7. Members of the OWA are deemed to be aware of the following:
  - a) Members must be aware that their Social Media use may be monitored by OWA or other provincial/territorial government agency and sport association.
  - b) When using Social Media, a Member must model appropriate behaviour benefitting the Member's status as a member of OWA.
  - c) Removing content from Social Media after it has been posted (either publicly or privately) does not excuse the Member from being subject to the OWA Discipline & Complaints Policy.
  - d) A member who believes that the Social Media use by another Member is inappropriate or may violate OWA policies and procedures should report the matter to the OWA Case Manager in the manner outlined by the OWA Discipline & Complaints Policy.

### **Review and Approval**

This Policy was last reviewed and approved by the Board of Directors on June 28, 2020.

#### **DOCUMENT HISTORY**

Adopted March 11, 2013