



Brisbane Water Cricket Club Social Media Code of Conduct

APPLICABLE TO: All Brisbane Water Cricket Club Members, Life Members and Hall of Fame Members

DOCUMENT OWNER: Brisbane Water Cricket (known as BWCC)

ACTIONS: Yearly review

APPROVAL DATE: 04/07/2021

APPROVED BY: President

NEXT REVIEW: 12 months from above 'APPROVAL DATE'

RELATED DOCUMENTS:

- Central Coast Cricket Association (known as CCCA) Constitution and Code of Conduct
- BWCC Constitution

PURPOSE:

The BWCC Social Media Policy and procedures sets out the expectations of behaviour of its members when engaging with Social Media. Recognising that commonly-held perceptions of "social media" are likely to change from time to time, "Social Media" for the purpose of this Social Media Policy BWCC considers each of the following platforms/internet programs/digital interfaces as Social Media:

- a) External and internal social networking sites (e.g. Facebook, Twitter, Instagram, and LinkedIn), of particular relevance is the participation of BWCC members in BWCC chat groups (Facebook, WhatsApp etc.) which are used to distribute BWCC related information to members, some examples are club wide player chats, administration chats or team chats;
- b) Video and photo sharing websites (e.g. Flickr, YouTube);
- c) Micro-blogging sites (e.g. Twitter);
- d) Weblogs, including corporate blogs, personal blogs or blogs hosted by traditional media publications (e.g. 'comments' or 'your say' feature local newspapers)
- e) Forums and discussion boards (e.g. Whirlpool, Yahoo! Groups or Google Groups);
- f) Online encyclopaedias (e.g. Wikipedia);
- g) Instant messaging (including SMS);
- h) Vod and Podcasting; and
- i) Any other website that allows individual users or companies to use simple publishing tools.

BRISBANE WATER CRICKET CLUB SOCIAL MEDIA POLICY AND PROCEDURES 2021/2022 POLICY STATEMENT

BWCC acknowledges that Social Media has increasing prevalence in both the professional and private lives of its Members. BWCC recognises the value in using Social Media to build more meaningful relationships with team mates, the Central Coast Cricket community and other relevant stakeholders. Social Media offers the opportunity for people to gather in online communities of shared interest and create, share or consume content in ways that can be beneficial for Cricket in the CCCA region and beyond.



DEFINITIONS: BWCC – Brisbane Water Cricket Club CCCA – Central Coast Cricket Association – BWCC Social Media – is as defined under “Purpose”

SCOPE: This policy is to be adhered to by all members who are current, financial, life members or Hall of Fame members within BWCC. This policy is also extended to any person affiliated to the BWCC through access to the BWCC Social Media Platform's.

GUIDING PRINCIPLES: The BWCC and CCCA are committed to the appropriate use of Social Media within the confines of the Association in a socially acceptable way which dignifies all personnel within the association and give each person equal stature and rights.

RESPONSIBILITIES PRESIDENT: The President of BWCC is responsible for ensuring that this policy and procedures are current, relate directly with the Cricket NSW Codes of Conduct, are commensurate with the Cricket National Social Media Policy Statement and are communicated to and adhered to by all members.

MEMBERS RESPONSIBILITIES: BWCC Members must be familiar with the policy and procedures within this document.

BWCC SOCIAL MEDIA POLICY AND PROCEDURES 2021/2022 REVIEW: This policy and procedures will be reviewed on an annual basis, preferably in the first meeting of the newly formed BWCC Committee (after the AGM)

BUDGET: Any funds used in relation to this policy will be approved by the President of the BWCC, in consultation with the BWCC Treasurer and committee members.

LEGISLATIVE / PROFESSIONAL GUIDELINES:

- Central Coast Cricket Association By-Laws 2021, Laws of Cricket and Code of Conduct 2018/19

SOCIAL MEDIA GUIDELINES/ RISKS OF SOCIAL MEDIA USE: BWCC recognises that Members will from time to time engage with Social Media in a non-official, personal capacity. This Policy and Procedures do not intend to discourage nor unduly limit personal expression or online activities. However, Members should recognise the risk and damage that may be caused (either directly or indirectly) to BWCC in certain circumstances. Some of the risks Members take by engaging in non-official Social Media include, but are not limited to:

- a) Unintentional Social Media content publication to a private audience;
- b) Unintentional Social Media content publication by a 3rd party to a private audience;
- c) Unintentional Social Media content publication to a public audience;
- d) Unintentional Social Media content publication by a 3rd party to a public audience; and
- e) Social Media “hacking”; It is the expectation of BWCC that all Members who engage in non-official Social Media are aware of the risks associated with Social Media.

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CONSEQUENCES OF MISUSE OF SOCIAL MEDIA: It is the expectation of BWCC that Members understand that the risks of engaging in non-official Social Media listed above, as well as others, may result in the publication of content which, without limitation:

- a) Breaches the CCCA Code of Conduct and By-Laws;
- b) Breaches of the National Vilification & Discrimination Policy;
- c) Damages the brand and reputation of BWCC, as the case may be;



- d) Misrepresents a personal view as that of BWCC & CCCA, the clubs, players or BWCC; and
- e) Is criminal in nature or might otherwise give rise to the breach of a civil law. Members are advised that engaging in Social Media may result in disciplinary action.

INAPPROPRIATE SOCIAL MEDIA ENGAGEMENT: For illustrative purposes, BWCC considers the following engagement in Social Media as inappropriate:

- a) Any form of bullying including via the use of social media;
- b) To create or post inappropriate, offensive or discriminatory comments/ content in public, including via social media, about BWCC, Players, CCCA Clubs, Officials, CCCA, Cricket NSW.
- c) Using discriminatory, defamatory, abusive or otherwise objectionable language in content via social media towards: (i) Another member of the NCCUA (ii) An umpire or person in the role as an umpire (iii) A player or member of a CCCA club (iv) Any CCCA personnel or board members (v) Any BWCC committee member (vi) Any spectator or personnel who are associated with the BWCC or CCCA;
- d) Transmitting any kind of sexually explicit material, violent and/or graphic images (without medical purpose);
- e) Transmitting information on the use and construction of weapons, explosives and/or other tools of violence or terrorism;
- f) Transmitting any material deemed to be illegal under Australian Commonwealth or state law;
- g) Transmitting hate speeches and/or racist material;
- h) Breaching the reasonable expectation of privacy of a person;
- i) Attempting to gain unauthorised access to the computing resources of the BWCC, Affiliated State & Territory Bodies or Community Bodies.
- j) Copying, making screen shots of or downloading BWCC committee chat group pages or transmitting of BWCC committee emails to non-committee members.

COMPLAINTS & INVESTIGATION: If any BWCC Member holds a good faith belief that content has been published on Social Media in contravention of this Policy, or which is otherwise inappropriate or unlawful and relates to BWCC, the Member may make a formal complaint about the content, by email to either the President, Vice President or Secretary of BWCC. Email Addresses: President: president.bwcc@gmail.com Secretary: secretary.bwcc@gmail.com.

Should the member not feel comfortable discussing this matter with the President or Secretary, the member is encouraged to discuss the matter with either their team captain or club coach or a senior player they feel comfortable discussing it with. This person is then required to lodge a formal complaint with the President and/or the Secretary of BWCC for investigation. The President (in consultation with the Secretary and/or the Vice President) of BWCC may order an investigation into the content. This investigation is to be undertaken by a three-member panel, this panel must include the President and Secretary with either the Vice President or a Committee Member as deemed appropriate on a case-by-case basis. If the investigation suggests that a Member is reasonably believed to have breached this policy, the matter may be referred to the BWCC Committee in accordance with Section 11. of the BWCC Constitution (if applicable). The Committee may elect to convene the full Committee or part of the Committee to act as a Disciplinary Panel for deliberations, as deemed appropriate by the Committee of the time on a case-by-case basis. Any Evidence gathered during the investigation is to be presented to the Committee or Disciplinary Panel, which ever the case may be. Note: for the purpose of this policy any screenshot or print out of the alleged breach will be acceptable as evidence.



BRISBANE WATER CRICKET CLUB SOCIAL MEDIA POLICY AND PROCEDURES 2021/2022 ACTIONS

1. The President or Secretary of BWCC is required to obtain a screenshot or print out of the alleged breach and where possible attempt to have the post, comments or images removed or hidden from public view. The alleged offender must also be informed that there has been a complaint made regarding the post, comment or images and that this is being investigated on behalf of BWCC in line with this policy.
2. Notice of breach is to be sent to the BWCC Committee along with the complaint and any evidence gathered for deliberation.
3. Where it is deemed to NOT be a breach the post, comment or image may be reinstated, and a general warning issued to those involved.
4. Where it is deemed to be a breach of this policy, the BWCC Committee must determine the disciplinary actions to be taken.

PROCEDURAL FAIRNESS: All persons, either accused or complainant, are entitled to procedural fairness and a dignified confidentiality as part of this process.

Definition: Procedural Fairness is defined as a legal principle that ensures fair decision making. Under this policy, Procedural Fairness is deemed to include the following requirements, as per legislation and accepted expectations:

- The Bias Rule: Any decision is to be made free from bias or an apprehension of bias by the decision-makers.
- The Evidence Rule: Any decision is to be made based on the facts and evidence presented at the time of the decision.
- The Right to Representation and a Fair Hearing: both the complainant and accused are afforded equal rights to present their case to the deciding body and these presentations must be taken into consideration when making the decision.
- The Right of Appeal: as stated in Section 12 of the BWCC Constitution.
- The Right to Mediation: as stated in Section 12 of the BWCC Constitution.

Notes: For the avoidance of doubt refer to the following sections of the BWCC Constitution and By-Laws in relation to the points of Procedural Fairness: - By-Laws: Section 11 Disciplining of Members - Constitution: Section 12 -Right of Appeal of Disciplined Members.

SIGNATORIES:

Ken Pieroz - PRESIDENT BWCC

DATE:

Philip Tree - SECRETARY BWCC

DATE: 03/08/2021