

Social Media

Purpose

The purpose of this social media policy is to provide officers and directors of the New Hampshire Wrestling Association for Youth, hereafter referred to as the Association, clear guidance when interacting on social media or in deciding on appropriate disciplinary measures for violations of the policy by its directors, volunteers, coaches, officials or employees. This policy is intended to supplement but not replace any applicable state and federal laws governing social media applicable to nonprofit and charitable associations.

Guidelines

The Association recognizes the role social media plays in modern communication. Directors, volunteers, coaches, officials or employees are encouraged to use social networks for self-publishing and self-expression while recognizing that personal commentary also reflects on the Association. Commentary that is considered defamatory, obscene, proprietary or libelous by any offended party could subject you to personal liability and damage the Association's reputation. Once a thought is posted to the Internet, it's very difficult to retract.

Guidelines for social media interaction are as follows.

- The Association does not distinguish between "personal time" and "volunteer time" for social media usage. Likewise, the Association does not differentiate between social media posts made from personal devices or organization-provided equipment. You are **at all times** a representative of the Association regardless of how or when you are posting on social media.
- Engaging with and sharing content posted by the Association-branded accounts is encouraged and appreciated. Directors, volunteers, coaches, officials or employees should do so in a manner appropriate of a youth sporting organization.
- Representing yourself as an Association Board Director, volunteer, coach, official or employee, up to and including the use of our logos and branding, on your personal profiles is encouraged. The Association Secretary can provide you with suggested language, images and branding guidelines. Please respect them.
- Have a problem with the Association, one of its directors, volunteers, coaches, officials or employees? Work it out in person or by e-mail. Airing personal grievances on social media rarely leads to positive outcomes.
- Harassing, threatening, discriminating against or disparaging any individuals or the organization through social media will not be tolerated. Disciplinary action will be pursued by the Association's Board of Directors.
- Sharing any Association-privileged information, including copyrighted information or Association-issued internal documents, through social media will not be tolerated. Disciplinary action will be pursued by the Association's Board of Directors.

- Sharing photographs of Association employees, clients, vendors, suppliers without their permission through social media is prohibited.
- Sharing general photographs of participants at public Association events is encouraged but names of participants who are minors should not be included in social media posts without the explicit permission of the minor's parents or legal guardians.
- Any media or press requests concerning Association-related social media posts shall be directed to the Association President.

Violations of any of the guidelines listed in this policy will be subject to corrective counseling and may result in disciplinary action, up to and including termination. Where necessary, the Board will advise appropriate officials of any violations of law.

Any and all violations of this policy should be reported to the Board. Nothing in this policy is intended to create a contract of involvement or for the provision of any benefit, and this policy does not in any way alter the "at will" nature of involvement with the Association.