

SASKATCHEWAN HOCKEY ASSOCIATION
SOCIAL MEDIA AND NETWORKING POLICY
ENFORCEMENT GUIDELINES

Because social media violations may vary in terms of their seriousness and effect, care must be taken to consider sanctions that are appropriate in each situation that presents itself. That is not to say that these types of violations are minor, but rather, some may be more serious than others. This document is intended to assist Minor Hockey Associations as they assess social media violations.

Factors that can be considered when dealing with social media violations include:

- The intent of the violator
- Whether harm, physical or otherwise, resulted from the violation
- The circumstances of the violation
- The effect the violation had upon its recipient, the recipient's family, the team, the Association, or the community
- Any previous social media violation history

Possible disciplinary measures therefore depend on a number of factors. Please consider the following suggested responses for various conducts:

-Implicit or implied threats of death or serious bodily harm: indefinite suspension, referral to SHA Division Chairperson for investigation and punishment (also refer to police)

- Encouraging someone to do themselves serious harm: indefinite suspension, referral to SHA Division Chairperson for investigation

- Posting of pictures of a threatening nature: indefinite suspension, referral to SHA Division Chairperson for investigation and punishment (also refer to police)

- Slurs against someone's race, religion, sex, or sexual orientation: lengthy suspension

- Slurs against another or their family: warning or short suspension

- Posting comments and/or pictures of self of an implied sexual nature: short suspension

- Posting comments and/or pictures of someone else of an implied sexual nature: indefinite suspension, referral to SHA Division Chairperson for investigation and punishment (also may refer to police)

- Gossip - Posting or sending cruel gossip to damage a person's reputation and relationships with friends, family, and acquaintances: warning or short suspension

- Breaking into someone's e-mail or other online account and sending messages that will cause embarrassment or damage to the person's reputation and affect his or her relationship with others: indefinite suspension, referral to SHA Division Chairperson for investigation and punishment (also refer to police)

- Posting or sending unwanted or intimidating messages: suspension

- Tricking someone into revealing secrets or embarrassing information, which is then shared online: short suspension

-Negative or derogatory comments about Team, etc.: warning or short suspension