

# **North of Scotland Cricket Association**

## **Guidelines on Use of the Internet and Social Media**

### **What this policy covers**

This policy sets out NoSCA's position on the use of any internet-based social networking sites by member clubs, individual Club members, players and officials, whether conducted on NoSCA media (e.g. [www.nosca.net](http://www.nosca.net)), Club media (e.g. a Club website and/or message board) or in your own private media (e.g. personal Facebook, Twitter, etc.).

### **Background**

NoSCA recognises that social networking sites offer a useful means of keeping in touch with friends and colleagues, and they can be used to exchange views and thoughts on shared interests, both personal and work related.

NoSCA embraces and encourages the use of social media but recognises that all members and clubs have a duty of care towards others.

### **Dos and Don'ts**

Social networking posts and/or blogs should not contain derogatory, insulting or abusive content toward NOSCA, its member clubs, its members, officials, players, umpires or employees.

You must not bring NOSCA or your Club into disrepute through the content of your website entries or blogs.

You should always be conscious of your duty to act in good faith and in the best interests of NOSCA and your Club under UK law.

You must not disclose NOSCA or Club secrets, breach copyright, defame NOSCA or a Club or its members, officials, players, umpires or employees, or disclose personal data or information about any individual that could breach the Data Protection Act 1998 on your social networking site.

You should not link your personal social networking accounts or blogs to the NOSCA or Clubs websites without seeking prior consent from the site owner or administrator.

**NOSCA will not tolerate abuse posted in messages in the public domain about NOSCA or any other person connected to NOSCA, its officials, an individual Club or its members.**

### **Bullying and Harassment**

Bullying and harassment can be experienced by a group of people as well as by individuals. This policy recognises this, and where the singular is used it is accepted that the circumstances may also be applicable to a group of people. Conversely, bullying and harassment can also be carried out by a group of people against an individual or another group.

Sexual, sectarian and racial harassment and harassment on the grounds of disability or sexual orientation constitute discrimination and are unlawful under the sex discrimination, fair employment, race relations, disability, sexual orientation and age legislation.

There is no excuse for bullying and harassment within NoSCA, it is inappropriate behaviour and it will be treated by NoSCA as a disciplinary offence.

If communication(s) sent via social media target a specific individual or individuals they will be considered to fall under the Protection from Harassment Act 1997 and the Malicious Communications Act 1988.

### **Disciplinary Action**

Members and Clubs should be aware that the account holder for any social networking site will be held solely responsible for the content published on the Internet.

Members and Clubs should also be aware that any relevant information contained in social networking sites may be used in evidence to any disciplinary and/or legal proceedings.

Any misuse of social networking sites or blogs as mentioned above will be regarded as a disciplinary offence and may result in disciplinary action.

Breaches of this policy will be dealt with under the NOSCA disciplinary procedures detailed in Section 7 of the Constitution. This may include suspension of a player, players or club from Association competitions for a stated period or indefinitely. However, breaches may also be considered criminal offences and passed on to the relevant authority for action in necessary.

If you become aware of information relating to NOSCA posted on the internet, you should bring this to the attention of a member of the Executive Committee immediately.