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MMAYHA Social Media Policy

1. Purpose

The purpose of this social media Policy is to ensure that all participants within the Hockey Association—including players, coaches, team staff, board members, volunteers, and parents—use social media responsibly and in a way that upholds the integrity, values, and reputation of the Association.

2. Scope

This policy applies to all forms of social media, including but not limited to:

- Facebook, Instagram, Twitter (X), TikTok, YouTube
- Messaging platforms (WhatsApp, Discord, Snapchat, etc.)
- Blogs, forums, and personal websites
- Comments and public posts on third-party content
- Cross Bar

3. General Guidelines

- Be respectful and courteous in all online communications.
- Do not post content that could be considered offensive, abusive, discriminatory, or threatening.
- Refrain from sharing confidential, sensitive, or internal Association matters.
- Respect privacy: do not post images, videos, or personal information of others without their consent.
- Players, parents, and staff are expected to refrain from public criticism of teammates, officials, coaches, opponents, or the Association.
- The Association logo or brand may not be used without prior written approval.

4. Player Guidelines

- Players must avoid engaging in online arguments or making negative posts about referees, opposing teams, or their own teams.
- Any social media engagement must reflect sportsmanship and positive representation of the team and Association.

5. Parent & Volunteer Guidelines

- Parents and volunteers are role models; their online behavior must promote a safe, supportive environment.
- Avoid negative commentary about coaching decisions, ice time, or game outcomes.

6. Coach & Staff Guidelines

- Coaches and staff must lead by example.
- Maintain professional relationships with players and parents online.
- Never post about internal team dynamics, strategies, or issues.

7. Reporting Violations

Anyone who witnesses inappropriate behavior online that involves members of the Association is encouraged to report it to the Rules and Regulation Director, Athletic Director, Director of Hockey or any Board Member.

Progressive Discipline Process

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Violations of this policy will be reviewed by the Association's Discipline Committee and addressed through the following process:

1st Offense – Verbal Warning

- The individual will receive a private conversation outlining the violation.
- Expectations for future behavior will be reinforced.

2nd Offense – Written Warning

- A formal written warning will be issued.
- The individual may be required to attend an educational session about responsible social media use or other remediation measures as determined appropriate by the Discipline Committee

3rd Offense – Suspension

- Temporary suspension from Association activities (e.g., practices, games, meetings) for a designated period.
- Duration depends on the severity of the incident.

4th Offense – Expulsion or Termination

- Permanent removal from the team or Association.
- Affected individual may appeal the decision through the Association's appeal process.

Note: The Association reserves the right to bypass steps in the discipline process if the offense is severe, such as threats of violence, harassment, or hate speech.