



Netball NSW

Social Media and Cyber Safety Policy

Adopted by New South Wales Netball Association Ltd at its Board Meeting and effective as at 2 January 2019

<i>Update</i>	<i>Comments</i>
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1 Policy Statement

This Policy applies to Netball NSW Members and Affiliates.

This Policy aims to ensure that Netball NSW's core values, good reputation and positive behaviours and attitudes are maintained. To ensure that every person involved in netball is treated with respect and dignity, and is safe and protected from abuse. Netball NSW acknowledges that the safe environment we wish to maintain for our netball family is not solely confined to the netball court; it includes maintaining a harmonious environment during all activities related to and/or that have a connection with netball

Netball NSW are enthusiastically involved with the use of Internet and Information and Communication Technologies (ICT) devices which bring a great deal of benefits to Netball NSW, our members and partners. Netball NSW recognises that social networking through the use of a range of internet-based and other electronic social media tools are integrated into everyday life. Netball NSW is committed to supporting people's rights to interact socially through electronic communication, blogging, microblogging, video and audio sharing sites, wikis and interaction via Social Media, however, Netball NSW is acutely aware of the potentially adverse side of misuses of information and communication technology and the resulting social media and cyber safety issues which have the potential to impact negatively on all parties involved.

These operational guidelines are issued to athletes and officials while representing Netball NSW in any capacity and are subsidiary to this policy.

2 Definitions

Affiliate means a Premier League Licensee, Association or Club, howsoever described, whether incorporated or unincorporated, a company limited by guarantee or otherwise, which is a member of Netball NSW.

Confidential Information includes but is not limited to:

- a) Non-public information about Netball NSW and Associations.
- b) Information which is personal information of individuals including that information in reports, investigations, selection process documentation and marketing/event databases, and
- c) Organisational processes, events and procedures of Netball SNW and affiliated Associations.

Cyber bullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm and/or offend others.

Cyber safety refers to the safe and responsible use of the internet and ICT equipment / devices, including mobile phones.

ICT means Information and Communication Technologies.

ICT Equipment / Devices includes any electronic device which can be used to communicate via the internet.

Junior means a person under the age of eighteen (18) years who is participating in an activity of Netball NSW or of an affiliated Association.

Individual Member (Member) means a natural person who is a registered financial member of Netball NSW.

Netball NSW means the New South Wales Netball Association Limited trading as Netball NSW.

Policy and This Policy mean this Social Media and Cyber Safety Policy.

Privacy Principles and Policy are those Australian Privacy Principles established under the *Privacy Act* and encapsulated within the Netball NSW Privacy Policy.

3 Policy Application

- 3.1 Netball NSW appreciates the value of using electronic communication tools and social media to build more meaningful relationships with Netball NSW Members and Affiliates. However, Netball NSW will not tolerate any behaviour whereby a Netball NSW policy is in breach or in risk of being breached.
- 3.2 All use of Social Media platforms which are directly governed by, or relate to the operations of, Netball NSW and affiliated Associations, will be regulated by the Netball NSW Social Media and Cyber Safety Policy (this policy) and relevant Codes of Behaviour.
- 3.3 This policy is applicable when using social media as:
- a) An officially designated individual representing Netball NSW or an Affiliate on social media; and
 - b) If you are posting content on social media in relation to Netball NSW or an Affiliate that might affect our business, products, services, events, sponsors, members or reputation.

Note: This policy and particular clause 3.4(b), does not apply to the personal use of social media where there is no reference to Netball NSW or an Affiliate or an Executive Member of the Affiliate.

When using social media in an official capacity:

- c) You must be authorised by Netball NSW or the Affiliate before engaging in social media as a representative of Netball.
- d) As a part of the Netball community you are an extension of Netball NSW and Affiliate's brand. As such, the boundaries between when you are representing yourself and when you are representing Netball can often be blurred. This becomes even more of an issue as you increase your profile or position within Netball. Therefore, it is important that you represent both yourself and Netball appropriately online at all times.

4 Scope and Recommendations

- 4.1 Any unlawful conduct associated with social media or online platforms (under the **CRIMES ACT 1900 SECT 91H**) including, but not limited to:

Production, dissemination or possession of child abuse materials

"Disseminate" child abuse material, includes:

- a) Send, supply, exhibit, transmit or communicate it to another person, or
- b) Make it available for access by another person, or
- c) Enter into any agreement or arrangement to do so.

"Possess" child abuse material includes, in relation to material in the form of data, being in possession or control of data (within the meaning of section 308F (2)).

"Produce" child abuse material includes:

- a) Film, photograph, print or otherwise make child abuse material, or
- b) Alter or manipulate any image for the purpose of making child abuse material, or
- c) Enter into any agreement or arrangement to do so.

A person who produces, disseminates or possesses child abuse material is guilty of a criminal offence.

Maximum penalty: imprisonment for 10 years.

- 4.2 Inappropriate communication includes, but is not limited to, the following misuses of technology:
- a) Harassing, teasing, intimidating or threatening another Netball NSW member or Netball NSW staff member by posting inappropriate and hurtful email messages, instant messages, text messages, phone messages, digital pictures or images, or website postings via a Netball NSW or Affiliates site and/or publicly associated with Netball NSW, or
 - b) Sending, receiving and / or possessing naked or sexually explicit images of a Netball NSW Member or Netball NSW staff member.
- 4.3 Netball NSW Members and Netball NSW Staff are to consider the following Social Media and Cyber safety recommendations:
- a) Be aware that postings, comments and /or messages from their individual ICT account or mobile phones will remain the responsibility of the account owner unless the account owner can prove that their account had been accessed by an unauthorised person and by a method outside of their control.
 - b) Be vigilant about the security of their accounts and take all reasonable steps to protect themselves, for example, not sharing passwords or allowing others to log on to their individual accounts.
 - c) Be aware that where a crime has been committed, they may be subject to a criminal investigation by police over which Netball NSW and affiliated Associations will have no control. This particularly applies to offences listed in 4.1 of this policy.
 - d) Implementation of Recommendations and Strategies identified by the Australian Signals Directorate/Defence Signals Directorate to mitigate potential cyber intrusions.
- 4.4 Further resources that support the implementation of practical measures to reduce the risk of social media and cyber bullying and other cyber intrusion issues from arising include:

Office of the eSafety Commissioner

<http://www.esafety.gov.au>

Australian Federal Police - "*Cyber Safety – Top Ten Tips for Youth*"

<https://www.afp.gov.au/sites/default/files/PDF/cyber-safety-top-10-tips-for-youth.pdf>

ThinkUKnow Australia

<http://www.thinkuknow.org.au/>

5 Organisational Responsibilities

5.1 Netball NSW and Affiliate's must:

- a) Adopt, implement and comply with this Policy.
- b) Publish, distribute and otherwise promote this Policy and the consequences for breaching it.
- c) Implement and maintain rigorous and effective social media and cyber safety practices which aim to maximise the benefits of the internet and ICT and allow for the effective operation of Netball NSW and affiliated Association's whilst minimising and managing any risks.

6 Individual Responsibilities

6.1 Individual Netball NSW Affiliates and Members are bound by this policy and are responsible for:

- a) Making themselves aware of the Policy and complying with the standards of conduct outlined within this policy.
- b) Understanding the possible consequences of breaching this Policy.

7 Policy Breaches

7.1 All Netball NSW members and Netball NSW employees have a responsibility to ensure that all online communications are made in accordance with this Policy and are therefore of an appropriate and respectful composition.

7.2 Examples of inappropriate behaviour may include, but is not limited to, uploading of inappropriate website content and engaging in blogs that harass, bully, offend, intimidate or humiliate whilst representing Netball NSW or an Affiliate.

7.3 It is a breach of this policy or any person or organisation to which this Policy applies to, to have been found to have sent or posted inappropriate comments or communication via the internet or ICT about any registered member of Netball NSW or Netball NSW staff member via a Netball NSW or Affiliate site or electronic platform. It is also a breach of this Policy when the Netball NSW or Association's name or branding has been used in anyway which negatively impacts upon Netball NSW or the Affiliate.

7.4 If any Netball NSW Member or Netball NSW staff member feels that they have been the victim of a misuse of technology, they are to:

- a) Save and store the offending material on their computer, mobile phone or other device.
- b) Print a copy of the material and report the issue in the form of a formal complaint to Netball NSW or the relevant Affiliate.
- c) Inform the police immediately if the conduct may be unlawful and/or the content is of a sexually explicit nature.

- d) Report the abuse to the internet site or relevant telecommunications provider (mobile phone abuse) where relevant.
- e) Netball NSW or the relevant Association should then manage the complaint received in accordance with the Netball NSW Member Protection Policy or Netball NSW Grievance and Dispute Policy.

7.5 Any behaviour by a Netball NSW Affiliate and member that is inconsistent with the Code of Behaviour and is directly related to Netball NSW or an affiliated Association may constitute a breach of the Netball NSW Social Media and Cyber Bullying Policy. In this instance the matter will be dealt with in accordance with the Netball NSW Member Protection Policy or Netball NSW Grievance and Dispute Policy; this may include referring the alleged breach to the police or internal disciplinary and/or administrative action.

7.6 Netball NSW and Affiliates 's must investigate all reports of social media and cyber bullying and other online or mobile telephone harassment within scope of Policy and the Netball NSW Member Protection Policy to the fullest extent. Investigations may result in Police notification by Netball NSW or affiliated Associations when legally obliged to do so. A notification to Police will not override the responsibility of Netball NSW or affiliated Associations to investigate a complaint lodged, however this will only be investigated once Police have concluded their enquire