



# ONTARIO SKEET SHOOTING ASSOCIATION

## SOCIAL MEDIA POLICY

As [AFFIRMED](#) by the OSSA'S Board of Directors  
at the Meeting of Directors

Held VIRTUALLY on [23 April 2024](#)



## Ontario Skeet Shooting Association

P.O. Box 233, PO MAIN

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Website: <https://www.ontarioskeet.ca/>

### Preamble

The Ontario Skeet Shooting Association encourages individuals to engage with social media but cautions that such engagement must meet the standard of conduct and behaviour outlined by the Ontario Skeet Shooting Association's Code of Conduct. Conduct and behaviour falling short of this standard may be subject to the Ontario Skeet Shooting Association's Discipline and Complaints Policy.

In particular, athletes who engage with social media must understand that, though they are representative of the Ontario Skeet Shooting Association, they do not represent the Ontario Skeet Shooting Association. It should be clear to persons following an athlete's social media activity that the athlete is not speaking on behalf of the Ontario Skeet Shooting Association.

### Definitions

The following terms have these meanings in this Policy:

- *"Social media"* – The catch-all term that is applied broadly to new computer-mediated communication media such as blogs, YouTube, Facebook, Instagram, Tumblr and Twitter.
- *"Individual"* – Participants as defined in the Ontario Skeet Shooting Association's By-Laws, as well as all individuals employed by or engaged in activities with Ontario Skeet Shooting Association, including but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators, and employees.
- *"Case Manager"* – The person or organization appointed by Ontario Skeet Shooting Association to oversee management and administration of complaints.

### Application

This Policy applies to all Individuals as defined in the Definitions.

### Conduct and Behaviour

Per the Ontario Skeet Shooting Association's Discipline and Complaints Policy and Code of Conduct, the following social media conduct may be considered minor or major infractions at the discretion of the Case Manager:

- a. Posting a disrespectful, hateful, harmful, disparaging, insulting, or otherwise negative comment on a social medium that is directed at an individual, at the Ontario Skeet Shooting Association, or at other persons connected with the Ontario Skeet Shooting Association.



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- b. Posting a picture, altered picture, or video on social media that is harmful, disrespectful, insulting, or otherwise offensive, and that is directed at an Individual, at the Ontario Skeet Shooting Association, or at other persons connected with the Ontario Skeet Shooting Association.
- c. Creating or contributing to a Facebook group, webpage, blog, or online forum devoted solely or in part to promoting negative or disparaging remarks or commentary about the Ontario Skeet Shooting Association, its stakeholders, or its reputation.
- d. Any instance of cyberbullying or cyber-harassment between one Individual and another individual (including a teammate, coach, opponent, volunteer, or official), where incidents of cyberbullying and cyber-harassment can include but are not limited to the following conduct on any social medium, via text-message, or via email; regular insults, negative comments, vexatious behaviour, pranks or jokes, threats, posing as another person, spreading rumours or lies, or other harmful behaviour and/or participating in any negative or disparaging remarks or commentary relating to race, creed, gender, religion, hate mongering, etc. as outlined in the Human Rights Act.

All conduct and behaviour occurring on social media may be subject to the Ontario Skeet Shooting Association's Discipline and Complaints Policy at the discretion of the Case Manager.

### Individuals Responsibilities

Individuals acknowledge that their social media activity may be viewed by anyone; including the Ontario Skeet Shooting Association and the Individual's provincial associations or local clubs.

If the Ontario Skeet Shooting Association unofficially engages with an Individual in social media (such as by retweeting a tweet or sharing a photo on Facebook) the Individual may, at any time, ask the Ontario Skeet Shooting Association to cease this engagement.

When using social media, an Individual must model appropriate behaviour befitting the Individual's role and status in connection with the Ontario Skeet Shooting Association.

Removing content from social media after it has been posted, (either publicly or privately) does not excuse the Individual from being subject to the Ontario Skeet Shooting Association's Discipline and Complaints Policy.

A person who believes that an Individual's social media activity is inappropriate or may violate the Ontario Skeet Shooting Associations' policies and procedures should report the matter to the Ontario Skeet Shooting Association in the manner outlined by the Ontario Skeet Shooting Association's Discipline and Complaints Policy.



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### Review and Approval

The Ontario Skeet Shooting Association's President and the Vice-President shall review this policy on an annual basis.

This policy was affirmed by the Ontario Skeet Shooting Association's Board of Directors on 23 April 2024.

### Acknowledgement

The Ontario Skeet Shooting Association's Board of Directors thanks the Ontario Council of Shooters in the development of their Social Media Policy.



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**Revision History**

Date	Description	Reviewed By	Approved By	Affirmed By
Nov. 2020	Policy First Written			
01 Dec. 2020	Policy Reviewed and Approved by OSSA Board of Directors	BOD	BOD	
23 April 2024	Tri-Annual Review of Policy - Minor grammatical amendments. - Minor formatting amendments.	BOD		BOD