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1. INTRODUCTION

- 1.1 WN recognises that social media is an increasingly important form of communication in society and provides unique opportunities to participate in discussion and share information and content. WN encourages all those involved in the sport of Netball to take part in social media and to share their experiences with their friends, family and supporters.
- 1.2 However, WN also recognises that the use of social media can pose risks to (among other things) the reputation of WN, Participants and the sport of Netball in general; the safety of Children and Participants; the confidentiality of information; and WN's compliance with its own legal obligations.
- 1.3 This policy is accordingly intended to ensure that Participants understand the rules governing their use of social media in relation to international Netball. It is designed to help Participants use social media platforms and services appropriately, responsibly and professionally, so as to minimise the potential risks and to ensure consistent standards of use.
- 1.4 The term 'social media' is used in this policy to refer to internet-based applications that allow users to collaborate or interact socially by creating and exchanging content, including (without limitation) social networks, community sites, blogs, microblogging sites, wikis, web forums, social bookmarking services and user rating services. Examples include (but are not limited to) Facebook, Snapchat, LinkedIn, Yammer, YouTube, Instagram, Twitter, TikTok, Tumblr, Flickr, SlideShare, Foursquare, Pinterest, Wikipedia and the review areas of e-commerce sites.

2. SCOPE AND APPLICATION

- 2.1 This social media policy will take effect from 1st January 2019 and may be amended from time to time by the Board.
- 2.2 This social media policy applies to and binds the following persons (collectively, the **Participants**), each of whom is deemed to have agreed to be bound by and to comply with its terms:
 - 2.2.1 all persons and entities involved in organising and/or participating in any way in an International Event (including, without limitation, all players, umpires, Umpire Support Personnel, match officials, tournament officials, team officials, Athlete Support Personnel and event organising committee members and event personnel), from the date the person or entity is first selected to so organise and/or participate until the date that is six months after that person or entity's last involvement in an International Event;
 - 2.2.2 all Athlete Support Personnel assisting one or more players participating in any way in an International Event, from the date the player in question is selected

to so participate, until the date that is six months after that player's last involvement in an International Event;

- 2.2.3 all persons and entities under the jurisdiction of any Member and/or Regional Federation (including, without limitation, their officers, officials, employees, appointees, representatives, contractors, agents, volunteers, members, players, coaches, trainers, managers, umpires, match officials and medical personnel), to the extent that their conduct may impact upon International Events; and
 - 2.2.4 all of WN's (or any affiliate or subsidiary company of WN's) constituent bodies, directors, officers, employees, volunteers and appointees (including, without limitation, any person holding any appointment or sitting on any committee or panel of WN or any affiliate or subsidiary company of WN).
- 2.3 Each Participant is responsible and accountable for their own conduct, and for the conduct of agents and other representatives acting on their behalf in relation to social media use.
- 2.4 Without prejudice to the personal responsibility of each Participant for their own conduct and for the conduct of their agents and other representatives, each Member is responsible and accountable for its own conduct and for the conduct of each of its Participants in relation to social media. Each Member must:
- 2.4.1 ensure that each such Participant is aware of this social media policy and understands and agrees to be bound by it; and
 - 2.4.2 ensure that each such Participant complies with this social media policy.
- 2.5 A Participant will remain liable under this social media policy in respect of any matters arising prior to the date that such Participant ceases to be bound by this social media policy.
- 2.6 Capitalised terms in this social media policy will have the meanings given to them in Appendix One. Unless the context otherwise requires, words denoting any one gender include all other genders, and words denoting the singular include the plural and vice versa; words importing persons (except the word 'individual') will include associations, federations, corporations and other organisations whether incorporated or unincorporated.
- 2.7 This social media policy and any dispute or claim arising out of or in connection with it (including non-contractual disputes and claims) will be governed by and construed in accordance with English law. Any potential breach of this social media policy will be investigated in accordance with the Disciplinary and Dispute Resolution Regulations, and any alleged breach of this social media policy will be pursued under such regulations. Subject strictly thereto, any dispute or claim arising out of or in connection

with this social media policy will be subject to the exclusive jurisdiction of the English courts.

- 2.8 For the avoidance of doubt, this social media policy will not replace or in any way affect or alter WN's (or any affiliate or subsidiary company of WN's) ability to pursue appropriate action against WN (or any affiliate or subsidiary company of WN) staff and others under the terms of any employment, consultancy or other contract and/or pursuant to any WN (or any affiliate or subsidiary company of WN) employment rules or policies in force from time to time (including, without limitation, under the Staff Handbook).

3. OBLIGATIONS

All Participants

- 3.1 When using social media, Participants must comply at all times with the Regulations, including (without limitation) any relevant WN codes of conduct and the Anti-Corruption Code.
- 3.2 In particular, when using social media, Participants must:
- 3.2.1 not abuse, threaten, intimidate, harass, victimise, 'troll', bully or use offensive, insulting, crude or abusive language towards any social media users or other persons;
 - 3.2.2 not commit any acts or make any statements that are discriminatory by reason of colour, disability, ethnic origin, nationality, race, religion, sex or sexual orientation;
 - 3.2.3 respect any confidentiality obligations owed by the Participant;
 - 3.2.4 not infringe any intellectual property or privacy rights of WN or any third party;
 - 3.2.5 not commit any acts of misconduct i.e. any conduct, behaviour, statements or practices that are unsporting and/or insulting and/or defamatory and/or contrary to the integrity of the sport of Netball and/or that bring or have the potential to bring the sport of Netball, an International Event, a Regional Federation or Member, a match official, another Participant, WN and/or any sponsor or other commercial partner of WN into disrepute;
 - 3.2.6 not post, create, share or exchange links to abusive, offensive, obscene, discriminatory, derogatory or defamatory content;
 - 3.2.7 not imply that they are representing the views of WN (unless expressly authorised in advance in writing by WN);
 - 3.2.8 interact with Children in a manner consistent with the Safeguarding Guidelines and any safeguarding policies of the Participant's Member and Regional Federation; and

3.2.9 comply with the terms and conditions of use and other policies of the social media platforms used.

3.3 Without prejudice to any investigatory or disciplinary proceedings brought under the Disciplinary and Dispute Resolution Regulations, WN may require a Participant to amend and/or remove any content, post, communication or similar that WN deems to be in breach of this social media policy.

Players

3.4 Players must also comply with the following obligations in addition to those set out in clauses 3.1 to 3.3.

3.5 A player must not post or otherwise communicate (including through 'private' social media communications):

3.5.1 sensitive team information, including (without limitation) information relating to team selection, training teams, training content, injuries or medical treatments, tactical information, playing conditions or extracts from private consultations with coaches; or

3.5.2 information relating to a match including umpire appointments (except where already in the public domain).

3.6 During an International Event, a player must not use any form of social media (and, in particular, must not make any communications or similar using social media, whether or not related to any match):

3.6.1 during a match; and

3.6.2 during a one hour prior to the start of a match and one hour after the conclusion of a match, or as advised by the relevant event organiser from time to time.

4. GENERAL GUIDANCE

4.1 Participants are encouraged to 'follow' the official WN social media accounts, and to list such accounts on their own social media profile(s), including e.g. @worldnetball.

4.2 When using social media, Participants should also:

4.2.1 have no expectation of privacy or confidentiality in anything created or shared on social media platforms;

4.2.2 consider the potential sensitivity of any information before disclosing it;

4.2.3 bear in mind that, even where social media is used in a personal capacity, other users who are aware of a Participant's association with Netball or WN might reasonably think that the Participant speaks on behalf of WN;

4.2.4 exercise care in relation to who they interact with and the topics discussed, especially if interacting with Children;

- 4.2.5 report any concerns arising as a result of social media use that relate to safeguarding of Children to the relevant Member or Regional Federation, and to the relevant national authorities;
- 4.2.6 maintain good information security practices, including use of strong passwords and appropriate use of security and privacy settings on social media platforms;
- 4.2.7 regularly review the privacy settings on personal social media accounts and appropriately restrict the access of users who can view their content;
- 4.2.8 review the content of personal social media accounts on a regular basis and remove anything that could reflect negatively on themselves, another Participant, WN or the sport of Netball;
- 4.2.9 be aware that, in certain circumstances, conduct prohibited under this social media policy may also amount to a criminal offence; and
- 4.2.10 note that breaches of this social media policy may still occur even where social media activity takes place on a personal account with appropriate privacy settings, or at a time outside of an International Event.

5. CONTACT INFORMATION

Any queries relating to this social media policy should be addressed to the CEO via WN Secretariat at info@worldnetball.sport

Approved WN Board: December 2018

APPENDIX ONE

DEFINITIONS

Anti-Corruption Code means the anti-corruption code of WN, as amended from time to time.

Articles means the Articles of Association of WN, as amended from time to time.

Athlete Support Personnel means any coach, trainer, manager, agent, team staff, official, medical or para-medical personnel, selector, family member or other person working with, treating or assisting a player.

Board means the board of directors of WN, elected pursuant to the Articles.

Children means any persons under 18 years of age.

Disciplinary and Dispute Resolution Regulations means the disciplinary and dispute resolution regulations of WN, as amended from time to time.

WN means the International Netball Federation Limited.

International Event means a duly-sanctioned match, competition or event contested by national representative teams or by teams under the jurisdiction of different National Associations or by teams representing different Regional Federations.

Member means an entity that has been admitted as a member of WN in accordance with the Articles.

National Association means a national governing body of Netball.

Netball means the sport of netball and other derivatives of the game, as determined by the Board from time to time.

Participant has the meaning given to that term in clause 2.2.

Regional Federation means a regional federation established in accordance with the Articles.

Regulations means any rules, regulations, codes or policies made by or on behalf of WN, as amended from time to time.

Safeguarding Guidelines means the WN's guidelines for safeguarding and protecting children, as amended from time to time.

Staff Handbook means the WN handbook for employees, as amended from time to time.

Umpire Support Personnel means any umpire appointment panel member, assessor, umpire coach or umpire mentor.