

Duke City Soccer League

Texting, Email and Social Media Policy

In order to protect the safety, health and welfare of the children participating within the club and to protect all club employees, contractors and volunteers from inappropriate player interactions and the potential for communication misunderstandings and accusations, DCSL has developed a policy related to texting, email and the use of social media between club employees, contractors and volunteers and its member players.

*****Texting and Email Policy*****

Permitted Ages

- Players participating on U13 teams and above
- Parental permission must be obtained before initiating texts or emails with players

Who May Text and Email

- Players may be texted or emailed only by coaching directors and the rostered coaches and manager of their teams

Text/Email Content

- The content of texts and emails is restricted to soccer or team-related matters
- Social texts and emails are prohibited
- The texts and emails shall not contain any offensive, abusive or inappropriate language.

Texts and/or emails initiated by players that do not fit into the permissible age group, are not on your team, or are not related to team matters should not be directly responded to. Follow up with these texts by contacting the player's parents directly or via email. During this follow-up, remind the parents and player of the club's texting and email policy to help prevent future occurrences.

*****Social Media Policy*****

The use of all social media platforms such as Facebook, Twitter, Snapchat, Instagram, YouTube, Skype, blogs, online video game systems and others has exploded in recent years. Many of the club's employees, contractors, volunteers, parents and players have a presence on one or more of these social media platforms. Some of the content included on these social media platforms by our employees, contractors and volunteers is inappropriate for children, and may not reflect the values or philosophy of DCSL. Accordingly, DCSL reserves the right to take appropriate corrective action against Club employees, contractors and volunteers who use social media in a manner inconsistent with the Club's values and philosophy, up to and including termination of employment.

General Guidelines

To assist in posting content and managing these platforms in an appropriate manner, DCSL has

developed guidelines for personal use of social media: • Please use common sense and discretion in what you post and with whom you communicate via social media platforms. Remember that once something is shared publically online, it will likely exist online forever.

- When using a social media platform, assume at all times that you are representing DCSL. Remember that even on your own personal time you are a representative of DCSL and people may interpret your online postings as though they were official DCSL statements.
- Confidential or personally identifiable information of third parties (i.e., players, parents) who have shared such information with you on behalf of DCSL should not be disclosed under any circumstances on social media platforms.
- Before posting photos or video of a player online, consent should be obtained from that player's parent or guardian. If consent is not obtained and a player's parent or guardian objects to the posting of such content, it is your responsibility to promptly remove the objectionable content.
- Avoid online discussion of internal team or club policies, operations or disputes.
- Any suspicious or inappropriate online communications or content should be reported to the [title], [name], [e-mail address]. The [title] will investigate all reports of inappropriate activity. If necessary, inappropriate activity may also be reported to law enforcement authorities.

Cyberbullying

Cyberbullying, or any other form or harassment through social media platforms, is strictly prohibited. For the purposes of this section, "cyberbullying" is defined as any electronic communication that:

- (1) targets a specific player, parent, employee, contractor, or volunteer;
- (2) is published with the intention that the communication be seen by or disclosed to the targeted player, parent, employee, contractor, or volunteer;
- (3) is in fact seen by or disclosed to the targeted player, parent, employee, contractor, or volunteer; and
- (4) creates or is certain to create a hostile playing and/or social environment that is so severe or pervasive as to substantially interfere with the targeted player's opportunities or performance in Metro Schedule games and DCSL-sanctioned events; or
- (5) creates or is certain to create a hostile working and/or social environment that is so severe or pervasive as to substantially interfere with the targeted parent's, employee's, contractor's, or volunteer's ability to participate in Metro Schedule games and DCSL-sanctioned events. Violation of this section shall be treated as a form of harassment, and will result in sanctions consistent with DCSL Policy, Section 11, paragraph H(1), and Section 11, paragraph I(1):