
SOCIAL MEDIA POLICY

Definitions

1. The following terms have these meanings in this policy:

Individual(s) – refers to all categories of members defined in the OVA’s by-laws, as well as to all people employed by, contracted by, or engaged in activities with or on behalf of the OVA, including but not limited to employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers;

OVA – Ontario Volleyball Association;

Social Media – The catch-all term that is broadly applied to online communication media platforms such as, but not limited to, blogs, YouTube, Facebook, Twitter, Instagram, Tumblr, TikTok, and Snapchat, among others;

UCCMS – the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, Version 6.0, published on May 31, 2022 by the Sport Dispute Resolution Centre of Canada.

Policy Statement

2. The OVA supports and encourages freedom of speech, expression, and association, including the use of Social Media. Nevertheless, Individuals representing the OVA are held to a higher standard and may be viewed as role models; thus, when using Social Media, an Individual must model appropriate behaviour befitting that Individual’s role and status in connection with the OVA.

Purpose and Application

3. This policy sets out expectations for the responsible use of Social Media.
4. This policy applies to all Individuals.

Provisions

5. Conduct and behaviour falling short of the standard outlined in this policy and in the OVA’s Code of Conduct may be subject to discipline and sanction under the OVA’s Discipline and Complaints Policy.
6. An Individual that identifies Social Media activity – such as that listed in section 7 below – that may violate this or any other OVA policy may report the matter to the OVA in the manner outlined by the OVA’s Discipline and Complaints Policy.

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7. The following Social Media conduct is subject to sanction in accordance with the OVA's Discipline and Complaints Policy:
- (a) posting a comment, picture, altered picture, or video on a Social Media platform, the content of which
 - i. constitutes Discrimination, Psychological Maltreatment, or Sexual Maltreatment, (each of which is as defined in the UCCMS, and reproduced in Appendix A) directed toward any person or group of people, or
 - ii. is disparaging, hateful, harmful, or otherwise offensive, even if not directed towards a particular person or group;
 - (b) any direct communication with a person, using Social Media, that constitutes Discrimination, Psychological Maltreatment, or Sexual Maltreatment;
 - (c) creating or contributing to an online group, web page, blog, or online forum devoted solely, or in part, to promoting negative or disparaging remarks or commentary about Volleyball Canada or the OVA, their stakeholders, or their reputation; or
 - (d) appearing in an inappropriate or offensive video, photo or graphic while wearing official Team Ontario, OVA, or Volleyball Canada clothing, or any OVA member club clothing.

This policy is effective March 7, 2023.

APPENDIX A

UCCMS DEFINITIONS

UCCMS Definition: *Discrimination*

A1. UCCMS subsection 5.8 defines Discrimination as follows.

5.8 Discrimination

- 5.8.1 Discrimination can include overt or subtle forms of harm that uniquely define the adverse or inequitable experiences of marginalized persons.
- 5.8.2 The following are examples of Discrimination if they are based on one or more of the grounds of Discrimination within the definition:
 - (a) Denying someone access to services, benefits, or opportunities;
 - (b) Treating a person unfairly;
 - (c) Communicating hate messages or unwelcome remarks or jokes;
 - (d) The perpetuation of misogynistic, racist, ableist, homophobic, or transphobic attitudes and stereotypes.
- 5.8.3 Discrimination does not require an intention to cause harm.

UCCMS Definition: *Psychological Maltreatment*

A2. UCCMS subsection 5.2 defines Psychological Maltreatment as follows.

5.2 Psychological Maltreatment

- 5.2.1 Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, conduct that denies attention or support, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm.
 - (a) Verbal Conduct: without limitation, verbally assaulting or attacking someone, including in online forms; unwarranted personal criticisms; implied or expressed body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigeneity, disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately.
 - (b) Non-assaultive physical conduct: physical behaviour, or the encouragement of physical behaviour, that has the potential to be harmful or instil fear, including, without limitation:
 - (i) body-shaming, such as, without limitation, repeated and unnecessary weigh-ins, setting unreasonable weigh-in goals, inappropriately taking food away from athletes, prescribing inappropriately restrictive diets, inappropriately focusing on the physical appearance of a person's body, unnecessary or inappropriate emphasis on biometric data; and
 - (ii) forms of physically aggressive behaviours such as, without limitation, throwing objects at or in the presence of others without striking another; damaging

another's personal belongings; hitting, striking or punching objects in the presence of others.

- (c) Conduct that causes denial of attention or support: without limitation, forms of lack of support or isolation such as ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same.
- (d) A person in authority's pattern of deliberate non-contact behaviours that has the objective potential to be harmful.

5.2.2 Psychological Maltreatment is determined by the behaviour viewed objectively, not whether harm is intended or results from the behaviour.

UCCMS Definition: *Sexual Maltreatment*

A3. UCCMS subsection 5.5 defines Sexual Maltreatment as follows.

5.5 Sexual Maltreatment

5.5.1 Sexual Maltreatment includes, but is not limited to,

- (a) any non-Consensual touching of a sexual nature and/or the Criminal Code offence of sexual assault;
- (b) forcing or coercing a person into sexual acts;
- (c) participating in or performing acts on a person that violate their sexual integrity;
- (d) Criminal Code offences that do not involve actual physical contact or that can occur through electronic means such as indecent exposure, voyeurism, non-Consensual distribution of sexual/intimate images, luring and agreement or arrangement to commit a sexual offence;
- (e) Sexual harassment, which is defined as any series of or serious comment(s) or conduct of a sexual nature that is unwelcome and that would be objectively perceived to be unwelcome, and which broadly includes jokes, remarks or gestures of a sexual or degrading nature, or distributing, displaying or promoting images or other material of a sexual or degrading nature, or any act targeting a person's sexuality, gender identity or expression. It can also include stalking or harassment in person or by electronic means where the stalking or harassment is of a sexual nature.

5.5.2 Sexual Maltreatment can take place through any form or means of communication (e.g. online, social media, verbal, written, visual, hazing, or through a third party).

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- 5.5.3 Sexual Maltreatment of a Minor is any Sexual Maltreatment against a Minor. It includes the items described in 5.5.1 above and also includes, but is not limited to, the Criminal Code offences that are specific to individuals who are not adults or to individuals under a particular age, such as sexual exploitation, sexual interference, and any offence related to exploitation of a Minor through prostitution. Sexual Maltreatment of a Minor is not limited to acts that involve physical contact but can include acts that can occur in person or via electronic means such as, but not limited to, invitation to sexual touching, making sexually explicit material available to a Minor, and acts that occur only online such as luring or agreement or arrangement to commit a sexual offence against a Minor. It also includes any offence related to child pornography as that term is defined in the law in Canada. For the sake of clarity, it shall not constitute a violation in and of itself for a Minor Participant to create, possess, make available or distribute images of themselves.
- 5.5.4 A Participant is presumed to know that a person is a Minor.
- 5.5.5 It is prohibited for a Participant to create, possess, make available or distribute images that sexualize or contain nudity of another person in the absence of Consent.
- 5.5.6 Where there is a Power Imbalance, sexual acts or communications (electronic or otherwise) between any Participant and another Participant are prohibited.
- 5.5.7 Examples of Sexual Maltreatment include, without limitation:
- (a) Reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or if the person to whom the solicitation or advance is made is a Minor;
 - (b) Pressuring a person to engage in sexual activity, including by making repeated advances that are known or ought to be known to be unwelcome;
 - (c) Questions asked of a person about their sexual preferences, sexual history, sexual organs or sexual experiences, particularly when such questions are asked by a Participant who has more power in the context of a relationship that involves a Power Imbalance, or asked of a Minor or Vulnerable Participant;
 - (d) Sexual attention when the person giving the attention reasonably knows or ought to know that the attention is unwanted or unwelcome or where the object of the attention is a Minor. Sexual attention includes but is not limited to comments about a person's appearance, body or clothing that could be objectively perceived by another person as being sexual in nature, practical jokes based on sex, intimidating sexual remarks, propositions, invitations or familiarity.
 - (e) Unwelcome remarks based on gender which are not of a sexual nature but which are demeaning such as derogatory gender-based jokes or comments.