



Devon Cricket Board - Policy on the Use of Social Media

The Board's policy on use of social networking through the use of Internet-based and other electronic social media tools is integrated into everyday life. Use of Facebook, LinkedIn, Twitter, blogging, wikis and other online social media vehicles are commonplace. This policy is intended to provide guidance to eliminate any confusion concerning the use of social media. This policy outlines the standards the Board requires users of these systems to observe, the circumstances in which we will monitor use of these systems and the action we will take in respect of breaches of these standards.

This policy forms part of the Devon Cricket Board's Youth Association Code of Conduct and it may be amended at any time. Adults will comply with the full DCB E-Policy – (available on devoncricket.co.uk).

This policy covers all individuals working and playing at all levels and grades, including managers, coaches, umpires, scorers and players (collectively referred to as Staff and Players in this policy).

Staff and Players must not bring The Board or any of its clients into disrepute by virtue of their conduct. Such conduct may include (but is not exhaustive to) making comments about the Board or its' clients which may be regarded as negative or derogatory in the public domain. For example, on blogs or social networking sites, such as Facebook, My Space or Twitter.

The lines between playing county youth cricket and personal life can become blurred. In general, what you do in your own time is a personal decision. However, activities in or outside the playing, coaching and managing for Devon that affect your involvement performance, the performance of others, or the Board's business interests.

Keep in mind the following when using social networking sites:

- The Board does not encourage contact on social networking sites with the minors they coach or their parents or guardians.
- Respecting differences, appreciating the diversity of opinions and speaking or conducting yourself in a professional manner is expected at all times.
- Use common sense. You should refrain from posting items that could reflect negatively on the Board or otherwise embarrass the Board, including comments or other posts about drug or alcohol abuse, profanity, off-colour or sexual humour, and other inappropriate conduct. Don't use ethnic slurs, personal insults, obscenity, or engage in any conduct that would not otherwise be acceptable in at the Board's workplace.

- Show proper respect for people's privacy and for topics that may be considered objectionable or inflammatory, like politics and religion.
- Respect the law, including those laws governing defamation, discrimination, harassment, and copyright and fair use.
- Don't use the Board's logo, unless specifically authorised to do so.
- Don't disclose the Board's (or anyone else's) confidential or other proprietary information, such as current or anticipated products, software, research, inventions, processes, techniques, designs, or other technical data. Get permission from the owner prior to sharing or publishing their intellectual property. Ask permission to publish or report on meetings or conversations that are meant to be internal to the Board.
- Don't reference the Board Staff and Players or members without their approval.
- If you publish content to any website outside of the Board and it has something to do with your involvement you do or subjects associated with the Board, use a disclaimer such as this: "The postings on this site are my own and don't necessarily represent the Board's positions, strategies, or opinions." If what you are publishing is, in fact, official business of the Board be sure that that you are authorised to make such statements on behalf of the organisation. If there is any doubt, check with your line manager.
- Ensure that your social networking conduct is consistent with the all policies contained in the Board's Policies including Equal Opportunities and Harassment Policy.
- Make sure that your online activities do not interfere with your performance.
- You should at all times act with the high standard that is expected due to your status and maintain proper relationships with the people you come across in the course of your playing for Devon.

Breach of Policy

- Staff and Players will be liable to disciplinary action if they are in breach of this E-Policy. Depending on the severity of the offence Staff and Players may be liable to summary dismissal or banned from playing for the County.
- If Staff and Players conduct and/or actions are unlawful or illegal the individual may be personally liable. Information relating to the commission of a criminal offence may be passed to the relevant prosecuting authority.