



ONLINE SAFETY POLICY

1. PURPOSE

The purpose of this Policy is to promote Online Safety, minimise risks to Members related to being online, such as cyberbullying, and provide clear guidance on what is considered acceptable standards of behaviour and communication online during Association activities and operations.

2. APPLICABILITY

- a. This Policy applies to all Association Members, including Committee Members.
- b. This Policy applies at all times during Association operations.

3. DEFINITIONS

In this Policy, unless otherwise stated:

Association means Fremantle Netball Association;

Club means any netball club or Entity Team affiliated and financial with the Association, and as otherwise defined in **Rule 11(8)(a)** of the Constitution;

Committee means the management Committee of the Association as determined by the Constitution;

Constitution means the constitution of Fremantle Netball Association Inc.;

Cyberbullying means the use of online content or communication to seriously humiliate, seriously harass, seriously intimidate or seriously threaten a person;

Employee means any person employed by the Association, whether on an ongoing or seasonal basis;

Entity Team means a single team entering the competition at the Association that is not affiliated with a Club;

Member means any affiliated members of the Association, including players, coaching and umpiring officials, volunteers, Clubs, and Club members;

Online Safety means the act of staying safe online. Being safe online means individuals are protecting themselves and others from online harms and risks which may jeopardise their personal information, lead to unsafe communications or even effect their mental health and wellbeing;

Policy means this policy.

4. THE POLICY

- a. It is the expectation of the Association that its Members are respectful when interacting independently and with others online in relation to their netball participation.
- b. Members must not use the internet or digital devices and services to:
 - i. Cyberbully any other Member;
 - ii. Bring the game of netball into disrepute;



ONLINE SAFETY POLICY

- iii. Defame the Association or its Member Clubs.
- c. If the behaviour of a Member is believed to have breached **clause 4(a)** and it is believed that it may be against the law, the matter will be referred to the Police.

5. PROCEDURES

- a. Reporting eligibility:
 - i. Any person, whether a Member or not, is eligible to make a report of a breach of this Policy.
 - ii. A person does not have to be the subject of the content being reported to be eligible to make a report.
 - iii. The subject of the report must be a Member or the Association for it to be eligible for report under this Policy.
 - iv. The content of the report must be related to the Member's involvement in netball for it to be eligible for report under this Policy.
 - v. The behaviour can have occurred at any time, whether during or outside of active competition times, to be eligible for report under this Policy.
- b. Making a report:
 - i. All reports under this Policy must be made in writing.
 - ii. Where possible, evidence of the breach should be submitted as part of the report.
 - iii. If the report is of content that is likely to be illegal, the reporting person should also refer the content to Police.
 - iv. The Association reserves the right to decline investigating a report where it is:
 - i. Submitted without evidence;
 - ii. Considered to be vexatious;
 - iii. Considered to be not recent enough to investigate;
 - iv. Not relating to a current Member of the Association;or for any other purpose, as long as it is reasonable.
- c. Management of reports:
 - i. The Association will endeavour to deal with each report received within a reasonable timeframe, based on the nature of the report and the behaviour involved.
 - ii. Reports made to the Association may be dealt with:
 - i. By the Permit & Protest Committee;
 - ii. By an internal tribunal panel;
 - iii. By an external tribunal panel;
 - iv. By the Committee, or;
 - v. In any manner deemed suitable by the Committee or its delegates.
 - iii. The Association may request additional information from the reporter, anyone directly involved in the incident, or anyone who is determined to have witnessed the incident:
 - i. In the process of determining whether to accept or pursue the report;
 - ii. In the process of dealing with a report, and;
 - iii. Ahead of, or during, a tribunal or meeting relating to the report.
 - iv. The Association may request that Club(s) involved seek additional information on the Association's behalf.

6. MANAGING BREACHES OF THE POLICY



ONLINE SAFETY POLICY

- a. Breaches of this Policy are dealt with under the procedures included in the **Competition Related Disputes & Offences Policy**, including the provisions listed in **clauses 5(f) and 6**.
- b. Where a breach cannot be dealt with under those procedures, the Committee must determine the procedure for dealing with the breach.

7. RESPONSIBILITIES

- a. Members, including Clubs, are responsible for:
 - i. Complying with the policies of the Association and exhibiting acceptable standards of behaviour, including online.
 - ii. Making timely reports that allow the Association to deal with issues quickly after they arise.
- b. The Association is responsible for:
 - i. Dealing with reports made to them within a reasonable timeframe.
 - ii. Carrying out this Policy with integrity and consideration for the principles of natural justice.
- c. The Permit & Protest Committee is responsible for determining the most suitable decision-makers under **clause 5(c)(ii)**.

8. CHANGES TO THE POLICY

This Policy may be cancelled, amended, or supplemented by the Association as and when it sees fit. Any variation will be given to Members in writing by the Association.

The Association will review this policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Association, and to ensure ongoing best practice governance.

Signed

A handwritten signature in blue ink, appearing to read "Sondra Anderson".

16/07/2024

Sondra Anderson
PRESIDENT
Fremantle Netball Association

Date