

APRA Social Media Policy v1.0

Policy overview and purpose

Social media is changing the way we communicate.

This policy has been developed to inform our club community about using social media so people feel enabled to participate, while being mindful of their responsibilities and obligations. This policy provides practical guidance allowing all parties to benefit from the use of social media, while minimising potential risks and protecting those involved.

This policy assists to establish a culture of openness, trust and integrity in all online activities related to Australian Pulsar Racing Association. (APRA/the Club).

This policy contains APRA's guidelines for the Club's community to engage in social media use. It also includes details of breaches of the policy.

In circumstances where guidance about social media issues has not been given in this policy, we suggest you use common sense or seek out advice from a Committee Member or the Club Secretary.

Underlying principles

APRA has recognised the need to provide its members with appropriate guidelines governing the use of social media when relating to the Club. This policy is applicable when referring to or includes APRA information in relation to its activities, products, services, events or members.

The club directors are responsible for all matters related to this policy.

Coverage

This policy applies to all persons who are involved with the activities of APRA, whether they are in a paid or unpaid/voluntary capacity and including:

- members,
- persons appointed or elected to boards, committees and subcommittees;
- contractors and/or suppliers;
- crew, family members, spectators where relevant to an association with the Club and/or a driver or member

Scope

Social media refers to any online tools or functions that allow people to communicate and/or share content via the internet.

This social media policy applies to platforms including, but not limited to:

- Social networking sites (e.g. Facebook, Twitter, LinkedIn, Google+, Pinterest, Yammer, etc)
- Video and photo sharing websites or apps (e.g. YouTube, Vimeo, Instagram, Flickr, Vine, etc)

- Blogs and micro-blogging platforms (e.g. Tumblr, Wordpress, Blogger, etc)
- Review sites (e.g. Yelp, Urban Spoon, etc)
- Live broadcasting apps (e.g. Periscope, Meerkat, Facebook Mentions, etc)
- Podcasting (e.g. iTunes, Stitcher, Sound cloud, etc)
- Geo-spatial tagging (e.g. Foursquare, etc)
- Online encyclopaedias (e.g. Wikipedia, etc)
- Instant messaging (e.g. SMS, Skype, Snapchat, WhatsApp, Viber, etc)
- Online multiplayer gaming platforms (e.g. World of Warcraft, Second life, Xbox Live, etc)
- Online voting or polls
- Public and private online forums and discussion boards (ie. APRA Group Chat Facebook Page)
- Any other online technologies that allow individual users to upload and share content.

This policy is applicable when using social media as:

1. an officially designated individual representing APRA in social media; and
2. if you are posting content on social media in relation to APRA that might affect the Club's business, products, services, events, sponsors, members or reputation.

NOTE: This policy does not apply to the personal use of social media where it is not related to or there is no reference to APRA or its business, competitions, teams, participants, products, services, events, sponsors, members or reputation. However, any misuse by you of social media in a manner that does not directly refer to APRA may still be regulated.

Using social media in an official capacity

You must be authorised by one of the Directors or a member of the Social Media Committee, before engaging in social media as a representative of APRA as a part of APRA's community you are an extension of the Club's brand.

As such, the boundaries between when you are representing yourself and when you are representing APRA can often be blurred. This becomes even more of an issue as you increase your profile or position within the Club. Therefore, it is important that you always represent both yourself and APRA appropriately online.

Guidelines

You must adhere to the following guidelines when using social media related to APRA or its business, products, competitions, teams, participants, services, events, sponsors, members or reputation.

Use common sense

Whenever you are unsure as to whether or not the content you wish to share is appropriate, seek advice from others before doing so or refrain from sharing the content to be on the safe side. When using social media, the lines between public and private, personal and professional, may be blurred. Remember, you are an ambassador for APRA.

Protecting your privacy

Be smart about protecting yourself and your privacy.

When posting content online there is potential for that content to become publicly available through a variety of means, even if it was intended to be shared privately. Therefore, you should refrain from posting any content online that you would not be happy for anyone to see, even if you feel confident that a particular individual would never see it.

Where possible, privacy settings on social media platforms should be set to limit access. You should also be cautious about disclosing your personal details.

Honesty

Your honesty—or dishonesty—may be quickly noticed in the social media environment. Do not say anything that is dishonest, untrue or misleading. If you are unsure, check the source and the facts before uploading or posting anything. APRA recommends erring on the side of caution – if in doubt, do not post or upload.

Do not post anonymously, using pseudonyms or false screen names. Be transparent and honest. Use your real name, be clear about who you are and identify any affiliations you have.

If you have a vested interest in something you are discussing, point it out. If you make an endorsement or recommendation about something you are affiliated with, or have a close relationship with, you must disclose that affiliation.

The web is not anonymous. You should assume that all information posted online can be traced back to you. You are accountable for your actions both on and offline, including the information you post via your personal social media accounts.

Use of disclaimers

Wherever practical, include a prominent disclaimer stating who you work for or are affiliated with (e.g. member of APRA) and that anything you publish is your personal opinion and that you are not speaking officially. This is good practice and is encouraged, but don't count on it to avoid trouble — it may not have legal effect.

Reasonable use

Social media should not be used for the promotion or advertisement of businesses that are not considered an APRA partner or sponsor. This includes but is not limited to member's personal businesses or branding.

Respect confidentiality and sensitivity

When using social media, you must maintain the privacy of APRA's confidential information. This includes information that is not publicly accessible, widely known, or not expected to be shared outside of the Club.

Remember, if you are online, you are on the record—much of the content posted online is public and searchable. Within the scope of your authorisation by APRA, it is perfectly acceptable to talk about the Club and have a dialogue with the community, but it is not okay to publish confidential information of APRA. Confidential information includes things such as details about strategy, management issues, unpublished details about our drivers/teams, and financial information.

When using social media, you should be considerate to others and should not post information when you have been asked not to, or where consent has not been sought and given. You must also remove information about another person if that person asks you to do so.

Permission should always be sought if the use or publication of information is not incidental, but directly related to an individual.

Gaining permission when publishing a person's identifiable image

You must obtain express permission from an individual to use a direct, clearly identifiable image of that person.

You should also refrain from posting any information or photos of a sensitive nature. This could include accidents, incidents or controversial behaviour.

In every instance, you need to have consent of the owner of copyright in the image.

Complying with applicable laws

Do not post or link to content that contains illegal or indecent content, including defamatory, vilifying or misleading and deceptive content.

Abiding by copyright laws

It is critical that you comply with the laws governing copyright in relation to material owned by others and APRA's own copyrights and brands.

You should never quote or use more than short excerpts of someone else's work, and you should always attribute such work to the original author/source. It is good practice to link to others' work rather than reproduce it.

Discrimination, sexual harassment and bullying

The public in general, and APRA's members, reflect a diverse set of customs, values and points of view.

You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate.

Avoiding controversial issues

Within the scope of your authorisation by APRA. if you see misrepresentations made about the Club in the media, you may point that out to the Club Secretary or a Social Media Committee Member.

Always do so with respect and with the facts. If you speak about others, make sure what you say is based on fact and does not discredit or belittle that party.

Dealing with mistakes

If APRA makes an error while posting on social media, be up front about the mistake and address it quickly. If you choose to modify an earlier post, make it clear that you have done so. If someone accuses the Club of posting something improper (such as their copyrighted material or a defamatory comment about them), address it promptly and appropriately.

Conscientious behaviour and awareness of the consequences

Keep in mind that what you write is your responsibility, and failure to abide by these guidelines could put your club membership at risk.

You should always follow the terms and conditions for any third party sites in which you participate.

Branding and intellectual property of APRA

You must not use any of APRA's intellectual property or imagery on your personal social media without prior approval from APRA. APRA's intellectual property includes but is not limited to:

- trademarks
- logos
- slogans
- imagery which has been posted on APRA official social media, sites or website.

You must not create either an official or unofficial APRA presence using the organisation's trademarks or name without prior approval from APRA

You must not imply that you are authorised to speak on behalf of APRA unless you have been given official authorisation to do so by a Director.

Policy breaches

Breaches of this policy include but are not limited to:

- Using APRA's name or logo in a way that would result in a negative impact for the organisation, club and/or its members.
- Posting or sharing any content that is abusive, harassing, threatening, demeaning, defamatory or libellous.
- Posting or sharing any content that includes insulting, obscene, offensive, provocative or hateful language.
- Posting or sharing any content that is a breach of any State or Commonwealth law.
- Posting or sharing any material to our social media channels that infringes the intellectual property rights of others.
- Posting or sharing material that brings, or risks bringing APRA, its affiliates, its sport, its officials, members or sponsors into disrepute. In this context, bringing a person or organisation into disrepute is to lower the reputation of that person or organisation in the eyes of the ordinary members of the public.

Reporting a breach

If you notice inappropriate or unlawful content online relating to APRA or any of its members, or content that may otherwise have been published in breach of this policy, you should report the In the first instance contact the Club Secretary.

Investigation

Alleged breaches of this social media policy may be investigated according to the APRA Constitution.

Where it is considered necessary, APRA may report a breach of this social media policy to police.

Disciplinary process, consequences and appeals

Depending on the circumstances breaches of this policy may be dealt with in accordance with the disciplinary procedure contained in the APRA Constitution.

APRA will not be held liable for the acts and omissions of members or other individuals in breach of this policy.