

Curling World Class Performance Programme

Social Media Policy

Background – While the programme has no wish to inhibit individuals' right to free speech etc, it must also have a clear stance on what is acceptable use of Social media to ensure the athletes, staff and the overall programme are protected and are clear on potential consequences to inappropriate use of such media.

Policy

1. The programme does not and has no intention to ban the use of social media (such as, but not limited to Facebook/ Twitter etc).
2. The programme strongly recommends that individuals when setting up accounts for social media set their privacy levels that only individuals they have agreed access to the account can view postings. (see attached guidelines)
3. The programme will not actively monitor social media accounts of staff/ athletes etc., but will investigate if notified that an individual connected to the programme has made inappropriate postings/ has inappropriate content on their social media site.
4. The programme reserves the right to discipline individuals (athletes according to clause 6.18 (World Class Conduct (Standards of Behaviour & Attitude) of their athlete agreement) (staff according to their organisational HR policies).
5. In cases involving issues of discrimination (e.g. racial/ religion etc) – the programme reserves the right to immediately suspend the individual from the programme whilst an investigation takes place.
6. In cases where athletes are disciplined/ removed from the programme – the relevant partner organisations (e.g. Governing bodies/ UK Sport/ sportscotland/ BOA/ BPA) would also be informed.

Right of Appeal

1. In the case of athletes the right of appeal would be via the route described in the athlete agreement
2. In the case of staff this would be via their relevant organisations HR policies.