



# CALGARY BUFFALO HOCKEY ASSOCIATION

P.O. BOX 43043, D.V.P.O., CALGARY, ALBERTA T2J 7A7



## CBHA social media Policy

The CBHA is committed to respectful behavior and conduct both on and off the ice.

This policy is applicable to all CBHA members including life members, CBHA directors, committee, and sub-committee members, CBHA employees, all team support personnel, coaches and assistant coaches, athletes, on and off-ice officials, spectators.

The following examples of unacceptable conduct are considered contrary to the CBHA social media guidelines and are subject to disciplinary action:

- Bullying, harassment, intimidation, or threats of any type.
- Making negative or derogatory comments about, or statements deemed detrimental to the welfare of, any individual or group.
- Divulging confidential information or any other matter of a sensitive nature.
- Posting photographs, video or comments promoting negative influences or criminal behavior, including but not limited to drug use, alcohol abuse, public intoxication, hazing, and sexual harassment.

When unacceptable conduct is discovered on social media, details of the unacceptable conduct will be provided for review to the appropriate CBHA Director, Discipline Chair and President. When required, disciplinary action or sanctions will be assessed toward the individual making the unacceptable posts. Where the unacceptable conduct involves abuse, neglect, or harassment of any type, and the CBHA has a reasonable belief such unacceptable conduct has occurred, the matter may be turned over to the Calgary Police Service or other appropriate external authorities.

When a situation of unacceptable conduct on social media is identified the following will occur:

1. The allegation will be acknowledged by the CBHA Director, Discipline Chair or President and an investigation will be conducted.
2. If the investigation determines sufficient evidence to proceed, the individual will be notified and given the opportunity to present evidence in his/her defence.

- 
- 
3. Based on the evidence presented at the hearing, a determination will be made on whether sanction is required.