



OV Toros FC

Social Network Policy for Coaching Staff

Coaching at the OV Toros FC is a privilege, not a right. As a coach, you represent the club and act as role models whenever you leverage social media to communicate in a public manner about any of the following:

1. Their soccer team
2. Individual players and parents
3. Their soccer coach
4. The soccer club itself or anyone affiliated with it.

Social networks, such as Facebook, Twitter, Instagram, YouTube, Pinterest and others have increased in popularity and are used daily by coaches, players and parents to communicate with each other and with the community at large. Participation in such social networks has significant benefits in building team dynamics and community, but also has potentially negative consequences, if misused.

The OV Toros FC Coaching Staff is expected to adhere to the following guidelines when using social media when making any reference to OV Toros FC and its players, parents, teams, coaches and/or board members.

1. Take care when posting pictures or videos of players or parents. Make sure the parents of players agree to have their child's photo posted online and are okay with any associated comments.
2. When the wearing of OV Toros FC apparel is involved, do not post photos or videos of players, parents, or yourself while engaging in inappropriate or offensive behavior, such as smoking, consuming or making reference to drugs or alcohol, using offensive language, or making sexual references/gestures.
3. While a coach may have the right to free speech, that right is not unlimited. Bullying is a serious problem and can lead to violence, suicide and depression. Do not post threats, negative comments or derogatory language about opponents, coaches, or anyone affiliated with OV Toros FC or any other soccer club.
4. Any threats of violence or derogatory comments where race, color, religion, age, gender, disability, political belief or sexual orientation are involved will not be tolerated.
5. Refrain from "Liking", "Retweeting", marking as a "Favorite" or by any other means showing approval of, any of the above activities. Such "liking" indicates your approval of such comments and/or activities, and holds you to the same standard as the original poster.
6. Friending Under-age Players– Coaching staff should not have online interactions with students on social networking sites outside of those forums dedicated to club use (TeamSnap). OV Toros FC Coach's social networking profiles and personal blogs should not be linked to district students' online profiles. Additionally, Coaching Staff should use appropriate discretion when using social



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- networks for personal communications and should limit this activity to off-duty hours and the use of their own electronic communication devices.
7. Contacting Players outside of training or games –When in doubt about contacting an under-age player during outside of team sponsored duties using either Club-owned communication mediums, or using personal electronic devices, begin by contacting the student’s parent(s) or legal guardian. OV Toros staff should only contact players for professional purposes and must never disclose confidential or personal information possessed by the coach.
 8. Because online content can be spread in mere seconds to a mass audience, the District encourages employees to ask themselves before posting any information online whether they would be comfortable having this information printed in the newspaper alongside their photo.

Coaches should be aware that their online actions have consequences. While OV Toros FC does not monitor social media accounts, it has the right to act on information brought to its attention by third parties, such as players, parents and community members. Violations of any of the above guidelines, including first time offenses, will be investigated by the OV Toros FC Board of Directors, the General Manager, and/or its associated committees. The Board of Directors or the General Manager reserve the right to sanction any coach who is in violation of the guidelines above. Sanctions may include, but are not limited to, the following:

- Written notification, via email, from the BOD to the offending party, outlining the guidelines, and requiring the removal of any offensive content and ceasing posting any additional offensive content
- Temporary suspension from one or more games for the coach.
- Temporary suspension from the team or the sidelines
- Suspension from the team for a defined time
- Indefinite suspension from the team and/or Club
- Dismissal from the team and/or Club

Acceptance of employment as a coach within the OV Toros FC competitive program, constitutes an agreement that the coach understands the information above and the associated disciplinary measures. This policy is effective as of March 1, 2020.