



CALISTHENICS ACT

Social Media Code of Conduct

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Social media has become an integral part of our world, and our sport. The potential of this tool for marketing and communication, whereby we promote our sport to the outside world, as well as keep the ACT Calisthenics community linked, is incredibly powerful. Social media provides us with the ultimate “instant gratification” for sharing news, views, and dialogue that can shape our community’s attitudes, responses, reactions, conceptions and perceptions.

With this opportunity comes great responsibility for all our stakeholders to ensure that our behaviors whilst using social media are of the highest integrity.

However, the lines of ethical responsibility and behavior can be blurred tremendously when we consider that this media is used in both the personal or organisational / professional space.

This social media code of conduct aims to provide guidelines on the best practice for using social media. The guidelines are intended for our stakeholders at the organisational level (Calisthenics ACT and its member clubs), and personal level (club officials and volunteers, coaches, participants, and families).

The code of conduct is informed by the ACF [Member Protection Policy](#), [Communication Policy](#), and [Electronic Communication Policy](#), and provides guidelines for both professional and personal use of social media.

Kerry Sargent

President Calisthenics ACT
3rd June 2013

SOCIAL MEDIA GUIDELINES FOR COACHES, OFFICIALS, PARENTS, PARTICIPANTS

PERSONAL USE

Many of us have personal social media sites. We use these sites to connect with others both in and out of the CALI ACT community. If you have other Calisthenics ACT community members linked in to your site then your personal site then your posts can be seen by an ever widening group of our stakeholders.

The guidelines here are in place to minimize the risk of social media engagement harming yourself, Calisthenics ACT, your club, and our participants and their families.

These guidelines apply to all our officials, volunteers, coaches, participants, and families and provide best practice for those who participate in personal blogging, and personal social media sites and applications.

1

Public vs Private

Whilst there are many privacy options available on your personal social media sites / accounts, it is difficult to guarantee that your posts are fully private. A best practice is to assume that anything you post on a site can be read by anyone, anywhere, at any time. Removing posts is not always a guarantee that it has not been recorded, or saved in some way.

Aim to always use good judgment when posting or discussing on line. Be very aware of how negative posts can affect your organisation, club, sport, and especially your own reputation and integrity.

Ask yourself before you post “Would my club, athletes, parents be happy to read this post”

A good motto is “CONSIDER SOCIAL MEDIA TO BE A LIVE MICROPHONE”

2

Be Professional, Fair and Respectful

When posting, always act in a professional manner. Be polite, consider who your potential audience reach is, and remain respectful of others and their opinions at all times.

3

Be Aware of Your Legal Responsibilities

Under the Australian Sport Commission, the Australian Calisthenics Federation and its members (i.e. Calisthenics ACT – and subsequent member clubs) are bound by a set of Policies relating to a number of issues, including communication and Member protection.

Be aware of the ACF Member Protection Policy with regards to child protection and ensuring a child-safe and child-friendly environment for our participants. **This is of particular importance if you have Calisthenics Participants under the age of 18 linked into your site.** It is important that your site or posts do not contain inappropriate content or language that may contravene this code.

Be aware of the ACF communication policies and your personal responsibilities under these. In particular the messaging of inappropriate material and distributing pirated or copyrighted information,

Calisthenics ACT strongly recommend that coaches and officials do not link Calisthenics ACT members under the age of 18 into their personal sites. Organisation sites (i.e. club / team) specifically set up for the communication of team members, that is properly and carefully administered and controlled by a responsible adult, is a preferred method of social media communication for this vulnerable group.

4

Be Aware of Confidentiality

Do not disclose information that is considered confidential to Calisthenics ACT, your athletes, or your club. This includes personal information with regards to members.

5

Be Accurate

Before posting, ensure you have your facts straight - checked and double checked. If you discover you have made an error correct it quickly and ensure that you refer to the post that you are correcting.

6

Be Smart

Respect other's intellectual property, including copyrighted material. If you are unsure who might own the copyright of material – err on the side of caution and do not post the content.

SOCIAL MEDIA GUIDELINES FOR CALISTHENICS ACT, SUB-COMMITTEES AND MEMBER CLUBS

ORGANISATIONAL USE

Social media is an exciting tool for Calisthenics ACT, member clubs and sub-committees to communicate, interact, and set agendas in our sport. It is important that this multi-directional dialogue is framed within the ACF communication and member protection policies and are responsibly, ethically, and legally managed.

The guidelines set out here apply to individuals, acting for and on behalf of Calisthenics ACT, Sub-Committees and Member clubs, undertaking communication via social media in an administrative capacity on official organisational sites (ie. Calisthenics ACT, Club sites, team sites etc).

1

Be Transparent and Accurate

All posts, discussions, information, and comments should be open, frank and transparent. Do not make false representations about yourself, or the organisation.

Before posting, ensure you have your facts straight - checked and double checked. If you discover you have made an error correct it quickly and ensure that you refer to the post that you are correcting.

2

Be Professional

When posting, always act in a professional manner. Be polite, consider who your potential audience reach is, and remain respectful of others and their opinions at all times.

3

Be Aware of Your Legal Responsibilities

Under the Australian Sport Commission, the Australian Calisthenics Federation and its members (i.e. Calisthenics ACT – and subsequent member clubs) are bound by a set of Policies relating to a number of issues, including communication and Member protection.

Be aware of the ACF Member Protection Policy with regards to child protection and ensuring a child-safe and child-friendly environment for our participants. This **is of particular importance if you have Calisthenics Participants under the age of 18 linked into your site**. It is important that your site or posts do not contain inappropriate content or language that may contravene this code.

Be aware of the ACF communication policies and your personal responsibilities under these. In particular the messaging of inappropriate material and distributing pirated or copyrighted information,

4

Be Aware of Confidentiality and Privacy

Do not disclose information that is considered confidential to Calisthenics ACT, your athletes, or your club. This includes personal information with regards to members.

Only reference information that is publicly available. When posting information / and or images of children under the age of 18 years explicit consent must be obtained from a parent / guardian.

5

Be Responsible and Smart

Always abide by the terms of the social media platform you are using. Adhere to cultural and behavioral norms within that platform.

Respect other's intellectual property, including copyrighted material. If you are unsure who might own the copyright of material – err on the side of caution and do not post the content.

6

Monitor your site

How you set up your organisation site will dictate the level of monitoring that you, as an organisation, will need to do. If your organisation's site is set up for multi-directional dialogue and interaction, where different members and stakeholders can post, it is imperative that the site is constantly monitored to ensure that the highest code of conduct and behavior is maintained.

APPENDIX A

ACF CODE OF CONDUCT & BEHAVIOR FOR ALL STAKEHOLDERS

ACF – GENERAL CODE OF CONDUCT

As a person required to comply with this Policy, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in any role you hold within ACF, a Member State or an Affiliated Club:

- Respect the rights dignity and worth of others.
- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for your actions.
- Make a commitment to providing quality service.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Be aware of, and maintain an uncompromising adherence to ACF standards, rules, regulations and policies.
- Operate within the rules of ACF including national policies and guidelines which govern ACF and the Member States.
- Understand your responsibility if you breach, or are aware of any breaches of this Code of Behaviour.
- Do not use your involvement with ACF, a Member State or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of ACF, the Member States or the Affiliated Clubs.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment towards, or discrimination of, others.
- Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Do not criticize the performance and/or appearance of an official either verbally or through electronic media

ACF – ADMINISTRATOR CODE OF CONDUCT

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of ACF, a Member State or an Affiliated Club and in any role as an administrator of ACF, a Member State or an Affiliated Club:

- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for you and others.
- Be aware of your legal responsibilities.
- Be a positive role model for others.

ACF – COACHES CODE OF CONDUCT

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as a coach of ACF, a Member State or an Affiliated Club:

- Treat all participants with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
- Provide feedback to participants in a caring sensitive manner to their needs. Avoid overly negative feedback.
- Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists.
- Treat all participants fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
- Involve the participants in decisions that affect them.
- Determine, in consultation with participants and others, what information is confidential and respect that confidentiality.
- Encourage a climate of mutual support among your participants.
- Encourage participants to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- At all times use appropriate training methods which in the long term will benefit the participants and avoid those which could be harmful.
- Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the participants.
- Be acutely aware of the power that you as a coach develop with your participants in the coaching relationship and avoid any sexual intimacy with participants that could develop as a result.
- Avoid situations with your participants that could be construed as compromising.
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substances.
- Respect the fact that your goal as a coach for the participant may not always be the same as that of the participant. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
- Recognise individual differences in participants and always think of the participant's long-term best interests.
- Set challenges for each participant which are both achievable and motivating.
- At all times act as a role model that promotes the positive aspects of sport and of calisthenics by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of calisthenics and of coaching at all times.
- Do not exploit the coaching relationship to further personal, political or business interests at the expense of the best interest of your participants.
- Encourage participants and coaches to develop and maintain integrity in their relationship with others.
- Respect other coaches and always act in a manner characterised by courtesy and good faith.
- When asked to coach participants, ensure that any previous coach-participant relationship has been ended by the participant -others in a professional manner.
- Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- Know and abide by ACF rules, policies and standards, and encourage participants to do likewise.
- Accept both the letter and the spirit of the rules.
- Be honest and ensure that qualifications are not misrepresented.
- Be open to other people's opinion and willingness to continually learn and develop.
- Do not criticize the performance and/or appearance of other participants/coaches or officials either verbally or through electronic media.

ACF – PARTICIPANTS CODE OF CONDUCT

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as participants of ACF, a Member State or an Affiliated Club:

- Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- Refrain from conduct which could be regarded as sexual or other harassment towards fellow participants and coaches.
- Respect the talent, potential and development of fellow team members and competitors.
- Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Conduct yourself in a professional manner relating to language, temper and punctuality.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the adjudicator.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

ACF – OFFICIALS CODE OF CONDUCT

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as an official appointed by ACF, a Member State or an Affiliated Club:

- Place the safety and welfare of the participant/s above all else.
- Accept responsibility for all actions taken.
- Be impartial.
- Avoid any situation which may lead to a conflict of interest.
- Be courteous, respectful and open to discussion and interaction.
- Value the individual in sport.
- Encourage inclusivity and access to all areas of officiating.

ACF – PARENT / GUARDIAN CODE OF CONDUCT

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by ACF, a Member State or an Affiliated Club and in your role as a parent/guardian of a participant of ACF, a Member State or an Affiliated Club:

- Treat your child the same irrespective of them winning or losing.
- Remember that your child participates in the sport of calisthenics for their enjoyment not yours.
- Try to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
- Look relaxed, calm and positive on the sidelines.
- Make friends with other parents at competitions.
- Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- Let the coach do the coaching.
- Understand that children will benefit from a break sometimes and that involvement in other sports is okay.
- Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- Be prepared to give your child some space so that he/she can grow and develop as an independent person.
- Let your child know that your love for them is not associated with their sporting performances.
- Communicate with your child and ask them how they are really feeling about their sport and about competing in particular.

- Occasionally let your child compete without you being there and hovering over them.
- Emphasise the good things your child did in preparing for and during the competition.
- Try to avoid:
 - saying “we’re competing today”. Instead say “you’re competing today”. Give your child credit for accepting the responsibility of performing;
 - getting too pushy or believe that you are indispensable. Let the coach do the coaching;
 - living through your child's performances;
 - turning away when your child performs;
 - turning away when your child 's behaviour is unsportsmanlike;
 - telling your child what he/she did wrong after a tough competition;
 - making enemies with your child's opponents or family during a competition;
 - making your child feel guilty by reminding them about all the time, money and sacrifices you are making for his or her sport;
 - thinking of your child's sporting performances as an investment for which you expect a return;
 - badgering, harassing or use sarcasm to motivate your child;
 - comparing your child's performances with those of other children;
 - forcing your child to go to training. If they are sick of training find out why and discuss it with them.