



## FREMANTLE NETBALL ASSOCIATION (Inc)

### CYBERSAFETY POLICY

Reviewed Mar 2018

#### A) INTENT OF THE POLICY

Fremantle Netball Association (Inc.) [hereafter referred to as FNA] has a responsibility to provide a Cybersafe sporting environment for our playing and non-playing members and for its affiliated clubs (hereafter referred to as Clubs). Cybersafety is the safe and responsible use of *Internet and Information and Communication Technologies, including mobile phones (hereafter referred to as ICT)*. A cyber safe environment can be achieved by building on and promoting the respectful use of technology whilst at the same time working to minimise any risks.

FNA takes seriously its responsibility in providing this robust policy. These guidelines will provide advice and direction in relation to what is considered acceptable electronic communications between and by playing and non-playing members of the FNA.

Spectators who are not members of FNA, do not fall within FNA jurisdiction, however any incident relating to them involving a playing or non-playing member of FNA will be referred to the relevant Club, if known.

#### B) HOW THE POLICY WORKS

1. The ICT devices/equipment bring great benefits to all users and to the effective operation of FNA and the Clubs in the provision of expedient dissemination of information, the ability to promote the sport and individual club and to provide members with the ability to connect with others within the organisation. Responsible use of technology can include:
  - a. Use of FNA and Club websites to provide information about competitions, committees, policy, rules, social events or other important club related issues;
  - b. Use of SMS and/or email by FNA and Club officials to communicate Association and Club business and sanctioned social events (via parent in the case of a minor);
  - c. Use of FNA and Club social network pages (eg Facebook) to promote positive Association and Club news and events (permission to be obtained from featured individual).
2. This responsibility for the provision of a safe sporting environment is no longer solely confined to the netball court and FNA has seen the emergence of a number of Cybersafety issues related to the use of ICT that have the potential to have a negative impact upon all concerned.
3. FNA places a high priority on the acceptable use of ICT devices/equipment which will benefit members however; it recognises that the presence in the sporting environment of these technologies can also facilitate anti-social, inappropriate, abusive, threatening and even illegal behaviour and activities. FNA aims therefore, to maximise the benefits of these technologies, while at the same time to minimise the dangers and manage the risks.

#### C) BACKGROUND

*“Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others.”*

1. Cyberbullying includes, but is not limited to, the following misuse of technology:
  - a. harassing, teasing, intimidating or threatening another FNA or Club member via electronic means;
  - b. by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites eg Facebook or blogs) and is irrespective of whether the page could be viewed by the wider public or not;

- c. sending, receiving and/or possession of naked or sexually explicit images of a person.
2. FNA and Club Members must:
- a. Be aware that postings, comments and/or messages from their individual ICT account or mobile phones will remain the responsibility of the account owner unless the account owner can prove that their account had been accessed by an unauthorised person and by a method outside of their control;
  - b. Be vigilant about the security of their account(s) and take all reasonable steps to protect themselves, for example, not sharing passwords or allowing others to log on to their individual accounts;
  - c. Be aware that where a crime has been committed, they may be subject to a criminal investigation by Police over which FNA will have no control. This particularly applies to 'sexting' where the FNA or Club Member is in possession of an inappropriate sexualised image of a person under the age of 18 years.

#### **D) THE POLICY**

1. The logo or crest of FNA must not be used in any way which would result in a negative impact for FNA or its members. Similarly, the logo or crest of a Club must not be used in any way which would result in a negative impact for that Club or its members.
2. All members of FNA and any Club whether playing or non-playing, have a responsibility to ensure that all online communications are kept within FNA's expectations in relation to appropriate and respectful interactions of the internet and ICT use.
3. All members of FNA and any Club whether playing or non-playing must not:
  - a. Post or send inappropriate comments via the internet or ICT about FNA, any FNA member, any Club or Organising Body of Netball; where
    - i. If said in person during the conduct of a netball game, would result in disciplinary action being taken, or
    - ii. Such posting would be in breach of the Netball Australia Member Protection Policy
      - Section 4 Code of Behaviour
      - Section 7 Policy Position Statement

#### **E) BREACHES OF THIS POLICY**

Any member of FNA or a Club who feels that they have been the victim of a breach of this Policy should:

1. save and store the inappropriate/abusive material on their computer, mobile phone or other device.
2. if the content is of a sexually explicit nature, the Police should be informed immediately by the member (or parent in the case of a minor), followed by a report to the FNA and the President of the member's Club.
3. For all other instances of cyberbullying, the recipient and/or other person having knowledge of such behavior, should print a copy of the material and immediately report the incident to FNA following the procedure listed below.
4. The member affected should also report the abuse to the Internet site, if applicable or the relevant telecommunications provider, in the case of mobile phone abuse.

#### **F) REPORTING AND DEALING WITH REPORT**

1. An FNA or Club member (playing or non-playing) may make a complaint relating to a breach of this Policy.
2. All reports of a breach of this Policy will be investigated fully and may result in a notification to Police where the FNA is legally obliged to do so.
3. A notification to Western Australian Police by an individual will not override the FNA of its responsibility to fully investigate a complaint, if one has been lodged with FNA and such investigation will be conducted alongside any Police investigation.
4. The rules regarding the reporting of and dealing with a complaint are as follows:

#### **How a report shall be made:**

- a. A report shall be lodged in the FNA office with the Administrator on the “incident report form” as soon as possible on the day, or within 48 hours following the alleged offence;
- b. The report can be lodged by a playing or non-playing member or a parent (in the case of a minor);
- c. The offence may have occurred before, during or after the competition, program or event;
- d. It is a requirement that the “Incident Report Form” be signed and endorsed by a Club official (i.e. Club President or secretary) before it will be accepted by the FNA office, unless there is an obvious “conflict of Interest” or “complaint” involving these officials or against the Club itself.

#### **How the report is dealt with:**

- a. A Hearing Panel shall be appointed comprising of three people, the President, and either the 1<sup>st</sup> Vice President, the 2<sup>nd</sup> Vice Presidents, Umpiring Coordinator, or the Permit and Protests Coordinator;
- b. The Convenor of the Hearing Panel shall be the President;
- c. Should any member of the Hearing Panel have a ‘conflict of interest’ in the incident, a member/s of FNA Executive will be co-opted as a replacement panel member;
- d. The Administrator of FNA shall be responsible to:
  - i. Advise parties involved, in writing, via Club Secretaries, of the hearing date, time and place;
  - ii. Request confirmation from Club Secretaries that the arrangements are suitable.
- e. At the hearing, the parties involved shall be interviewed separately.
- f. At the hearing, all players shall be accompanied by an official of their Club and player/s under the age of 18 (minors) may also be accompanied by a parent.
- g. The purpose of the hearing shall be to determine whether the alleged offence of this Policy has been established. Under the FNA Cybersafety Policy, a proven charge of a breach of the code of conduct, as per this Policy, may attract one or more of the following penalties:
  - I. A warning;
  - II. A monetary fine;
  - III. Suspension;
  - IV. Disqualification; and or
  - V. Any other such penalty as the Hearing Panel considers appropriate.
- h. The Hearing Panel is not obliged to provide written reasons for any decision made by it.

#### **Useful contacts:**

- ❖ **Western Australia Police General Enquiries 131444**
- ❖ <https://www.police.wa.gov.au/Crime/Technology-crime/Reporting-technology-crime>  
**For cyberbullying, online stalking or other technology crimes** - If you believe you are the victim of any form of technology crime please email full details of the incident to the WA Police Assessment Officer at [TechnologyCrime](mailto:TechnologyCrime@police.wa.gov.au) or at [Technology.Crime@police.wa.gov.au](mailto:Technology.Crime@police.wa.gov.au)  
Please include your full name, address and contact details to enable follow-up action.
- ❖ Australian Cybercrime Online Reporting Network <https://www.acorn.gov.au/>
- ❖ **Susan McLean** - [www.cybersafetysolutions.com.au](http://www.cybersafetysolutions.com.au)  
[susan@cybersafetysolutions.com.au](mailto:susan@cybersafetysolutions.com.au)
- ❖ **ACMA** - [www.acma.gov.au](http://www.acma.gov.au) (General Cybersafety information)
- ❖ **Kids Help Line** - [www.kidshelp.com.au](http://www.kidshelp.com.au) or 1800 55 1800