



POLICY –Information Communication Technology (ICT)

Policy Number 04-008- Member Protection Policy - Part F- Cybersafety

Document Control

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Approval

Delegation required for approval: Chief Executive Officer

Name: Anna Carroll Position: Chief Executive Officer

A handwritten signature in black ink that reads "A Carroll".

Signature:

Date: 19th May 2014

Purpose and Background

Netball Queensland and persons identified in the Member Protection Policy Clause 3 have an obligation to maintain a safe physical and emotional environment. This responsibility is not solely confined to the netball court.

Netball Queensland acknowledge that the Internet and ICT devices/equipment can bring great benefit to all users and to the effective operation of Netball Queensland; however, Cyber safety issues related to the use of Information and Communication Technologies (ICT) have the potential to have a negative impact upon all concerned.

Netball Queensland place a high priority on the acceptable use of ICT devices/equipment which will benefit members; however, it recognises that the presence in the sporting arena of these technologies may also facilitate anti-social, inappropriate, abusive, threatening and/or illegal behaviour and activities. Netball Queensland seek to maximise the benefit of these technologies while at the same time minimising the dangers and managing the risks.

What is Cyber Bullying?

“Cyber Bullying 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” (Belsey 2007).

Cyber Bullying includes, but is not limited to, the following misuses of technology:

- a) harassing, teasing, intimidating or threatening another Registered Member by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or web site postings, irrespective of whether the post or message could be viewed by the wider public
- b) sending, receiving and/or possessing naked or sexually explicit images of a Registered Member.

Registered Members should:

- a) be aware that postings, comments and/or messages from their individual ICT account or mobile phone 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 Netball Queensland will have no control. This particularly applies to ‘sexting’ where the Registered Member is in possession of an inappropriate sexualised image of a person under the age of 18 years

Policy Statement

Netball Queensland and persons identified in the Member Protection Policy Clause 3 will implement and maintain rigorous and effective Cybersafety practices which aim to maximise the benefits of the Internet and ICT and allow for the effective operation of Netball Queensland, whilst minimising and managing any risks. Such practices will aim to maintain a Cybersafe playing environment and address the needs of the Netball Queensland to receive education about the safe and responsible use of present and developing ICT.

Applicability

This Policy applies to Netball Queensland and persons identified in the Member Protection Policy Clause 3, whether they are in a paid or unpaid/voluntary capacity:

This Policy will continue to apply to a person even after they have ceased with their association or employment with Netball Queensland.

Definitions

“Cybersafety” refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones.

“ICT” means Information and Communication Technologies.

“ICT devices/equipment” includes, but is not limited to, computers, desktops, laptops, PDAs, storage devices, USB and flash memory devices, CDs, DVDs, floppy disks, iPods, iPads, Smart Phones, MP3 players, cameras, video, digital, webcams, all types of mobile phones, video and audio players/receivers, portable CD and DVD players, Gaming Consoles, and any other similar technologies as they come into use.

“Registered Member” means a person registered as a financial member of Netball Queensland who is therefore eligible to participate in a netball Tournament, Competition, Activity or Event conducted by an Organising Body. A Registered Member is subject to the Netball Queensland Competition Regulations.

Procedure

All reports of Cyber Bullying and other online or mobile telephone harassment will be investigated fully and may result in a notification to Police where Netball Queensland is legally obliged to do so. A notification to Police by an individual will not override Netball Queensland responsibility to fully investigate a complaint, if one has been lodged with Netball Queensland, and such investigation will be conducted alongside any Police investigation.

A Registered Member may make a complaints under Netball Queensland’s Competition Regulations, if the behaviour the subject of the complaint occurred before, during or after a Tournament, Competition, Activity or Event arranged by Netball Queensland.

A complaint may also be made under Netball Queensland’s Member Protection Policy if the behaviour the subject of the complaint is general in nature and/or ongoing and does not apply to a particular Tournament, Competition, Activity or Event arranged by Netball Queensland.

Breaches of the policy

Netball Queensland takes its responsibility seriously in providing robust policy, guidelines and education for its members, in relation to what is deemed acceptable and appropriate online behaviours.

The motto, crest, and/or logo of Netball Queensland or an Organising Body must not be used in any way which would result in a negative impact for Netball Queensland, the Organising Body or its members.

Netball Queensland have a responsibility to ensure that all online communications are kept within Netball Queensland’s expectations in relation to appropriate and respectful interactions with any Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body.

Netball Queensland must not:

- a) post or send inappropriate comments via the Internet or ICT about any Netball Queensland Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body; 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 Queensland Member Protection Policy:
 - a. Part A – Code of Behaviour
 - b. Sections 14 & 15 Position Statements Policy – Cyber Bullying & Safety and Social Networking Sites.

How to deal with breaches of this policy

If Netball Queensland feels that they have been the victim of such misuses of technology should save and store the offending material on their computer, mobile phone or other device.

If the content is of a sexually explicit nature, the Police should be informed immediately by Netball Queensland.

For all other instances of Cyber Bullying, the recipient and/or other person having knowledge of such behaviour, should print a copy of the material and immediately report the incident following the procedure listed below. Netball Queensland should also report the abuse to the Internet site, if applicable, or the relevant telecommunications provider, in the case of mobile phone abuse.

Penalties

Under Netball Queensland's Competition Regulations, a proven charge of an online breach of code of conduct, as per this policy, may attract one or more of the following penalties:

- a) A warning
- b) A monetary fine
- c) Suspension
- d) Disqualification and/or
- e) Any other such penalty as the Netball Queensland Hearing Officer or Netball Queensland Hearing Panel considers appropriate

Related Document

Netball Queensland Member Protection Policy
Netball Queensland Code of Behaviour