



### **Club electronic communication & web site use – code of conduct**

All electronic communication communications (email, text, social network posts and on this site) should be polite and well considered. This is especially true with email, texts and posts as these modes of communication do not have the benefits of facial expression and voice intonation to provide normal human feedback

Remember that electronic communication is not paper. You cannot burn the evidence. An indiscreet text, posting or email can come back one day and 'bite' you. Moreover messages can be forwarded anywhere by anyone getting even more out of your control.

### **Freedom of speech**

This is a club run for and by members so there is no corporate identity that we need adhere to. On the other hand there is a reasonable expectation that we show proper respect for our fellow rowers, within and without this club, and for the rules of decent, civilized, educated behaviour.

Bearing all of this in mind it is important to be tolerant of others' mistakes.

- If a post/text/email causes concern or offence first consider the author, perhaps their usual mode of expression leads to electronic communication that appears to be abrupt or even rude. Offence is rarely intended. First speak to the person involved. It may be that a minor modification will clarify the intent. If a resolution cannot be agreed upon or if there is a need to resolve the issue then seniors/masters should raise the issue with their squad coordinator. Juniors or their parents should speak with the junior coaches, club welfare officer or chair of the junior rowing group.
- If the concern relates solely to a post on the club facebook pages it is possible for a post or comment to be held for 'moderation' so whilst not deleted it is only visible to the original poster and site administrators until resolution is achieved.
- If a post text/email has clear potential to cause offence then as soon as possible members should raise the issue with board member or coach. Juniors or their parents should speak with the junior coaches, club welfare officer or chair of the junior rowing group (once established).

### **eCommunication tips**

If posting/texting/emailing the following are useful reminders and tips:

- In live discussion we modify our language and verbal tone to suit the people we are addressing. This cannot be done in electronic methods of communication.
- In some cases it's useful to put yourself in the place of those who will read your post/text/email and ask yourself "*How would I interpret this wording?*"
- Never say in posts that which you would not be prepared to say openly in a room full of people
- Never post/text/email when you are angry or upset
- If an argument develops don't perpetuate it. Stop. Speak to the person(s) involved and if necessary get some one you all trust to mediate
- Do not imply that others hold your views, they may not agree with you in the way in which you express your views in a post/text/email
- Do not give out your mobile number or email address to people you don't know or who you do not trust to keep that information private
- Do not respond to anonymous posts/texts/emails or send them to people you do not know



- Juniors; **do not respond to unwelcome or malicious posts/texts/emails**. Report them to the junior coaches, club welfare officer or chair of the junior rowing group and they will be dealt with
- Adult members; **remember that junior athletes are also going to be able to read what you post on the club facebook pages**. Consider the impact of what you post on them (and potentially on you as a result).

### **Consequences**

If a club member is involved in malicious electronic communication the club's disciplinary processes may have to be applied.