



ONLINE AND SOCIAL MEDIA USE POLICY

Rays Swim Team is aware of the increased use of online communication and social media by its registered athletes. Given that our athletes use social media as their primary source of communication, the team has established a policy for acceptable use of social media by our athletes. This policy is essential for RAYS to provide a safe and positive environment for all its athletes. Rays is committed to providing such an environment for all its members.

ACCEPTABLE USE POLICY:

Each Rays athlete must exhibit ethical and responsible conduct in all online communications and activities and respect the rights and private of all other Rays athletes. Rays expressly prohibits cyberbullying or cyberstalking of any Rays athlete by any means or method, including but not limited to the use of Facebook, Text Messaging, Instant Messaging, Twitter, E-Mail, and SnapChat. Cyberbullying and Cyberstalking are unacceptable and will not be tolerated.

CYBERBULLYING:

Cyberbullying involves the use of electronic information and communication technologies to support deliberate, repeated, harassing, intimidating and hostile behavior by an individual or group through personal attacks or other means that harms others, whether intentional or not. **CYBERSTALKING:** Cyberstalking involves the use of electronic information and communication technologies to communicate words, images, or language directed at or about a specific person, causing substantial emotional distress to that person. Harassing, intimidating, and hostile mean any electronic communication that is perceived as being motivated either by any actual or perceived characteristic including race, color, ethnicity, religion, gender, sexual orientation, physical attributes, socioeconomic status, physical or mental ability or disability or any other characteristic related to athletic performance that a reasonable person should know under the circumstances:

Will have the effect of harming another athlete or has the effect of substantially interfering with another athlete's performance or opportunities or;

Has the effect of having a negative impact on another athlete's emotional or psychological well-being or;

Has the effect of insulting or demeaning another athlete to cause disruption in or substantial interference with practice, any swim meet, or any other Rays related activity or;

Has the effect of creating a hostile environment for any athlete at any USA Swimming activity or swim meet or;

Has the effect of substantially disrupting the training process or the orderly operation of any Rays practice, workout, or other events or swim meets of any other club or high school.

REPORTING:

If cyberbullying or cyberstalking does occur, the incident will be dealt with promptly. Any athlete who is being bullied or stalked or is aware of any such bullying or stalking occurring is asked to talk to his or her parents or talk to a Rays coach. When an athlete talks to his or her parents or a coach, the athlete should also show to the parents or the coach the electronic communication that constitutes the incident. Safeguarding the electronic communication as evidence of the bullying or stalking will help Rays conduct its investigation of any incident. While there is no time limit for reporting bullying incidents, reporting quickly gives the Team an opportunity to address the situation immediately and stop the bullying. Upon receiving a report of cyberbullying or cyberstalking, Head Coach Preston Parrish will commence an investigation of the incident. The results of the investigation may include but are not limited to immediate temporary suspension from the Team or immediate permanent expulsion from the Team.

Rays takes cyberbullying and cyberstalking seriously and all athletes and parents can be assured that Rays will support them when an incident is reported. This type of bullying and stalking is counterproductive to the team atmosphere and team spirit Rays wants to maintain and foster on a daily basis. Again, Rays is committed to providing a caring and supportive environment for all of our athletes.