

2023 CYBER SAFETY POLICY

To ensure that Affiliated Clubs and Registered Members use of Information and Communication Technology, devices/equipment is acceptable and of benefit to all concerned

*Rockingham and
Districts Netball
Association Inc.*



Date	July 2022
Policy Type	Operational
Date Approved	
Approved by	

Who Does This Policy Apply To?

This Policy applies to the following people/organisations whether they are operating in a paid or unpaid/voluntary capacity in the Rockingham and Districts Netball Association [RDNA]:

- (a) Individual Members, including service award holders and life members.
- (b) Individuals sitting on boards, committees and sub-committees.
- (c) All employees, volunteers, independent contractors and other workplace participants, including:
 - (i) Support personnel (e.g. managers);
 - (ii) Coaches and assistant coaches;
 - (iii) Athletes and players; and
 - (iv) Umpires, bench officials and other officials.
- (d) Any other person or organisation that is a member of or affiliated to RDNA.
- (e) Parents, guardians, spectators and sponsors and any other person or organisation to the full extent that is possible.
- (f) Any other Person who has agreed to be bound by this Policy.

Definitions

- “Association” means the Rockingham & Districts Netball Association Inc. (RDNA), which is an affiliated member of Netball Western Australia (Netball WA) in accordance with the Netball WA constitution.
- “Affiliated Clubs” means an affiliated member of an Affiliated Association, including teams and Affiliated individual members in accordance with the RDNA constitution.
- ‘Cyber safety’ 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, PDA’s, tablets, storage devices, USB and flash memory devices, CD’s, DVD’s, floppy disks, iPods, 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.
- “Organising Body” means the organiser of a netball competition, activity or event including but not limited to Netball WA, Coastal Netball Region, Affiliated Association and Affiliated Clubs.
- “Registered Member” means a person registered as a financial member of the RDNA in accordance with the RDNA Constitution



Changes to the Policy

This Policy may be cancelled, amended, or supplemented by the Association as and when it sees fit. Any variation will be given to Members in writing by the Association. The Association will review this Policy on a regular basis to ensure that it remains effective in supporting the objectives and strategic direction of the Association, and to ensure ongoing best practice governance.

Purpose

The RDNA acknowledges that the Internet and ICT devices/equipment can be beneficial to all users to enhance the operational effectiveness and efficiency of the RDNA, Affiliated Clubs and Organising Bodies; 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.

It is therefore the intent of this policy to ensure that Affiliated Clubs and Registered Members use of ICT devices/equipment is acceptable and of benefit to all concerned. Use of ICT devices/equipment to facilitate anti-social, inappropriate, abusive, derogatory, threatening and/or illegal behaviour and activities will not be tolerated.

Responsibilities under this Policy

The RDNA will implement and maintain rigorous and effective Cyber safety practices, aimed to maximise the benefits of the internet and ICT and allow for the effective operation of the Association and Organising Bodies, whilst minimising and managing risks. Such practices will aim to maintain a cyber-safe environment and address the needs of the Organising Bodies and Affiliated Clubs to receive education about the safe and responsible use of present and developing ICT.

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 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; and
- (b) Sending, receiving and/or possessing naked and 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 onto 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 the relevant Organising Body 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.

Breaches of this Policy

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



The RDNA logo or use of the name of the Association or an Organising Body must not be used in any way which would result in a negative impact for the Association, the Organising Bodies, the Affiliated Clubs or their members.

All Registered Members of the RDNA, whether playing or non-playing, have a responsibility to ensure that all online communications are kept within the RDNA's expectations in relation to appropriate and respectful interactions with any Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body.

Registered Members of the RDNA and/or Organising Body must not:

- (a) post or send inappropriate comments via the internet or ICT about any Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body;
where:
 - I. if said 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:
 - a. Section 4 Code of Behaviour
 - b. Section 6 – 6.9 *Cyber bullying/Safety*, 6.10 *Social Networking Websites*
 - c. Section 7 Policy Position Statements

How to deal with Breaches of this Policy

Any Registered Member who feels that they have been a victim of such technology should save and store the offending material on their computer, mobile phone or other device.

If the contents are 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 Association.

For all instances of cyber bullying, the recipient and/or other person having knowledge of such behaviour, should print a copy of the offending material and immediately report the incident following the procedures listed below. 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.

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 the Association is legally obliged to do so. A notification to Police by an individual will not override the Association's responsibility to fully investigate a complaint, if one has been lodged with the Association, and such investigation will be conducted alongside any Police investigation.

A Registered Member may make a complaint under the RDNA *Policy and Procedures for Complaints and Disputes* if the conduct (the subject of the complaint) occurred before, during or after a Tournament, Competition, Activity or Event arranged by an Organising Body.

Penalties

Under the RDNA's *Policy and Procedures for Complaints and Disputes*, 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) Suspension
- (c) Expulsion
- (d) Any other such penalty as the Disputes Tribunal members considers appropriate.



Appeals

As per the RDNA's *Policy and Procedures for Complaints and Disputes*, the determination of the Disputes Tribunal is final and no appeal will be entered into.

Related Documents

- RDNA Policy and Procedures for Complaints and Disputes
- Netball Australia Member Protection Policy