



Cyber Safety Policy

“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.”

- 1.** Cyber bullying includes, but is not limited to, the following misuse of technology:
 - a.* harassing, teasing, intimidating or threatening another HNA 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 sending, receiving and/or possession of naked or sexually explicit images of a person.
- 2. HNA 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 HNA will have no control. This particularly applies to ‘sexting’ where the HNA or Club Member is in possession of an inappropriate sexualised image of a person under the age of 18 years.

The Policy:

- 1.** The logo or crest of HNA must not be used in any way which would result in a negative impact for HNA 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 HNA and any Club whether playing or non-playing, have a responsibility to ensure that all online communications are kept within HNA’s expectations in relation to appropriate and respectful interactions of the internet and ICT use.
- 3.** All members of HNA and any Club whether playing or non-playing must not:
 - a.* Post or send inappropriate comments via the internet or ICT about STNA or HNA,

any HNA 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

Breaches of this Policy:

Any member of HNA 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 HNA and the President of the member's Club.
3. 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 to HNA 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.

Reporting and dealing with Report:

1. A HNA 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 HNA is legally obliged to do so.
3. A notification to Tasmania Police by an individual will not override the HNA of its responsibility to fully investigate a complaint, if one has been lodged with HNA 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 HNA office with the Secretary 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 HNA 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 1st Vice President, the 2nd Vice Presidents or Umpiring Co-ordinator.
- 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 HNA Executive will be co-opted as a replacement panel member;

- d.** The Secretary of HNA 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 HNA Cyber safety 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.

For cyber bullying, 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 Tasmania Police. Please include your full name, address and contact details to enable follow-up action.

Susan McLean - www.cybersafetysolutions.com.au
- susan@cybersafetysolutions.com.au

ACMA - www.acma.gov.au (General Cyber safety information)

Kids Help Line - www.kidshelp.com.au or 1800 55 1800

I..... have read and understand the Cyber Safety Policy and will abide by it as a member of the Huon Netball Association.

Signature:

Date:

If under 18 years of age, parent/guardian Signature:

Date: