



## Social Media Policy

Standards in relation to social media, blogs and sites not operated by TNT Cheer Pty Ltd.

TNT Cheer Pty Ltd acknowledges that club members have the right to contribute content to public communications on websites not operated by TNT Cheer Pty Ltd, such as social networking sites like Facebook, Instagram or YouTube. However, inappropriate use of such communications has the potential to cause damage to TNT Cheer Pty, employees, clients and members. Use of these sites, including outside of the usual hours of employment and in private residences, can also have unintended adverse consequences for TNT Cheer Pty Ltd or a member. The material can remain widely and permanently accessible to other users. For these reasons, the following provisions apply to all members.

Members must not share commercially sensitive or confidential information or publish material or content that breaches other TNT Cheer Pty Ltd policies and procedures, or that may expose TNT Cheer Ltd to any possible legal liability. Examples include, but are not limited to, defamation or discrimination proceedings, breaches of policies dealing with sexual harassment, racial harassment/ hatred, bullying and breaches of TNT Cheer Pty Ltd member roles.

Members must not publish any material or content that identifies themselves as being associated with TNT Cheer Pty Ltd without first receiving permission from TNT Cheer Pty Ltd.

All members are to refrain from inappropriate behavior on any form of social media sites. Inappropriate behavior includes, but is not limited to, where a member engages in willful or deliberate behavior that is inconsistent with the continuation of their role as a members and/or conduct that causes an imminent and/or serious risk to the reputation, viability or profitability of TNT Cheer Pty Ltd. Any such behavior may be considered serious misconduct.

Members must not create group chats outside of Band or that do not have their coaches included. If a group is to be found we will ask for it to be shut down and will require parent co-operation to do so for those under 18.

### Breaches of this policy

Members must comply with the requirements of this policy. Any breach of this policy may result in disciplinary action which may include dismissal from the club.