



INTERNET & SOCIAL NETWORKING POLICY AND PROCEDURE

POLICY STATEMENT

Southampton Aztecs FC recognises and accepts that its players may keep personal web logs (blogs) on the Internet and that Internet social networking sites are a useful way of interacting socially with colleagues and friends. While Southampton Aztecs FC does not wish to discourage players from accessing such sites on the Internet nonetheless it expects certain standards of conduct to be observed to protect Southampton Aztecs services and its employees, from the dangers of inappropriate use.

Southampton Aztecs FC rules and this Policy and Procedure apply to all players

Any action taken under this Policy and Procedure will be recorded and placed in the organisation's records.

PROCEDURE

1. Players must not access social networking sites during games or practice hours.
2. Players must make it clear when posting information or comments on a social networking site that any personal views which are expressed do not represent those of Southampton Aztecs FC.
3. Players must not divulge on a social networking site confidential information about, or belonging to Southampton Aztecs FC its employees, its players or services.
4. Players must not post entries on a social networking site which are derogatory, defamatory, rude, discriminatory, of a bullying and/or harassment nature or offensive in any way against Southampton Aztecs FC, any of its employees, other players or teams, or which could bring Southampton Aztecs FC into disrepute.
5. **Important** - players should be aware that blogs may create documents which the Courts can order to be disclosed for use in litigation. Consequently, players will be assumed to have written any contentious/libelous items unless they can prove definitively that they have not done so.

ACTION

Should it become known to Southampton Aztecs FC that a players' conduct has breached this policy in any way the player's association with Southampton Aztecs FC will be immediately terminated. In very serious situations, Southampton Aztecs may decide to take legal action to protect its reputation, its employees, and/or other players.



REVIEW OF POLICY AND PROCEDURE

All of Southampton Aztecs FC policies and procedures aim to ensure that employees are aware of, and confident that, the employer is complying with current legislation and is protecting the interests of both the needs of the business and the employee. In this respect, it may be appropriate to modify existing policies and/or procedures from time to time to reflect changes as appropriate, and this policy will be reviewed as necessary by Southampton Aztecs FC.

EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment – initial screening – Relevant Equality Area	Does the Policy or its implementation:			Does Azteca need to proceed to full EIA if in doubt then progress to full screening)
	Breach Equalities Legislation?	Affect different groups in different ways (both positive and negative)	Promote equality/good relations?	
Gender	No	No	Yes	No
Race	No	No	Yes	No
Disability	No	No	Yes	No
Sexual Orientation	No	No	Yes	No
Religion and Beliefs	No	No	Yes	No

Policy Author	William Wilson
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Policy available at www.southamptonaztecs.co.uk