



NH State Referee Committee

Policies/Guidelines Regarding Social Media and Contact Information

The New Hampshire State Referee Committee (NH SRC) encourages positive communication efforts that reflect the association's mission, values, and goals. Members, volunteers, employees, and independent contractors who create, use, and maintain social media and networking sites on behalf of the NH SRC are encouraged to use these guidelines to help maintain the NH SRC's commitment to effective communication. Because social media is evolving so rapidly, these guidelines will change as knowledge and use grows.

NH SRC philosophy: In online social networks, the lines between public and private, personal and professional are blurred. Just by identifying yourself as a NH SRC member, you are creating perceptions about your expertise and your affiliation. When you post to a NH SRC social media site, you are representing the association.

One mission, many voices: Aim for "best-of-class" communication. Be an ambassador for the NH SRC. Each time you tweet, blog, or post a message related to the NH SRC, ask yourself the following:

- Does this help advance the NH SRC's mission?
- Does it coincide with the NH SRC's values?
- Is the information I am posting timely, factual, and accurate?
- Am I being respectful?
- Am I familiar with the NH SRC policies?
- Can I dedicate the time necessary to keeping a social networking site relevant and active?

Privacy: Set your privacy options carefully. Remember that privacy options do not provide 100 percent protection of your personal information.

Photos: Use extreme care with posting photos online. Follow federal and state privacy guidelines. If you are unsure whether an individual would object to his or her photo being posted online, do not post it. Photos of minors should not be posted without the express written consent of their parents or guardians. Any photo posted on a social network as it pertains to the NH SRC must be appropriate in nature to the NH SRC. Examples of photos/videos that should be avoided include, but are not limited to, photos involving alcohol, tobacco, nudity, and graphic scenes.

Permanence: Assume everything you communicate via social media is permanent.

Social media and contact information of NH SRC Board of Directors, Instructors, Assessors, Coaches, Mentors and Assignors: Members of the NH SRC Board of Directors, Instructors, Assessors, Coaches, Mentors and Assignors hold positions of power and authority within the NH SRC. To protect all members, the ensuing policies should be followed when dealing with referees, especially if the referee is a minor:

- Do not share personal information (including but not limited to personal social media pages, phone numbers, email addresses or physical addresses) with referees acting in these capacities. An exception would be that it is acceptable for Assessors and Coaches to provide an email address for follow-up questions.
- Use a dedicated email address for all NH SRC correspondence. Members of the Board of Directors and Assignors are encouraged to use a dedicated phone line separate from their personal phone line for telephone communication.
- Do not request social media information from a referee acting in these capacities.
- Never insist in dealing exclusively with a minor. Receive parental/guardian permission before engaging with a minor.
- Do not initiate communication with a minor except for official NH SRC business.
- Do not take or post pictures of referees while acting in these capacities without explicit approval from the SRA, SYRA, SDA or SDI as appropriate. Assessors and coaches may use photos and videos for developmental purposes; however, such photos should be deleted after their intended use.
- If a member of the NH SRC Board of Directors, Instructor, Assessor, Coach, Mentor or Assignor receives inappropriate communication from a referee, the individual should notify the State Referee Administrator of the instance and retain a record that could use be in an investigation.

Violations: If a member of the NH SRC believes that a member has acted inappropriately or a disparaging post is made regarding the NH SRC, NHSA or US Soccer, the following procedures will be implemented.

- The NHSRC Executive Board will request that the post be removed.
- Refusal to remove a post that violates NH SRC, NHSA or US Soccer Policy may result in disciplinary action by the State Referee Administrator and/or NHSRC Executive Board or referred to the New Hampshire Soccer Association for a disciplinary hearing.
- Posts or conduct that may pose a danger to an individual, especially a minor, or violate SafeSport will be reported to the State Referee Administrator, SafeSport, NHSA and/or local authorities as appropriate.

Have fun: Social media is about voice and relationship, both of which are extremely important to the NHSRC.