THE HOCKEY CLUB OF STRAIGHT SHOOTERS, LLC

PROPRIETARY & CONFIDENTIAL
The Hockey Club of Straight Shooters, LLC | Communication Policy
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SOCIAL MEDIA AND ELECTRONIC COMMUNICATION POLICY

Introduction

The Hockey Club of Straight Shooters (HCOSS) is committed to maintaining a positive, respectful community both on and off the ice. This Social Media & Electronic Communications Policy ("HCOSS Policy" or "this Policy") establishes guidelines for all members to represent our organization responsibly in online spaces. Objective

HCOSS acknowledges that social media and electronic communications directly reflect on our club's reputation and community standing. We expect all members, trustees, volunteers, and players to exemplify our core values-respect, integrity, and camaraderie-through their online interactions. This document outlines expectations for conduct on social media and electronic platforms related to HCOSS.

Definitions

For the purposes of this Policy, "social media" and "electronic communications" cover a broad range of online platforms and methods, including but not limited to:

- Social networks (e.g., Facebook, Instagram, TikTok, LinkedIn, X/Twitter)
- Websites, blogs, and wikis
- Photo and video sharing sites (e.g., YouTube, Instagram, Snapchat)
- Text messaging, emails, and direct messages
- Phone calls and voice recordings

Social media interactions are generally public and may be permanent. Electronic communications may be private or public depending on the platform.

Applicability

This Policy applies to **all members of HCOSS**, including Trustees, active players, volunteers, and inactive members. It governs all social media content related to HCOSS, regardless of whether it is posted in a professional or personal context. This includes posts about HCOSS members, games, practices, events, officials, and team activities.

Guidelines

1. Promote Positivity and Respect Engage in online interactions with courtesy and respect. Disagreements and criticism are natural, but address them constructively. If a dispute arises related to HCOSS, contact the Trustees for guidance on resolution. Do not escalate conflicts publicly on social media.

2. Safeguard HCOSS's Reputation Avoid posting material that could potentially harm HCOSS's reputation or standing within the hockey community. Remember: even personal posts reflect on the organization. Offensive, discriminatory, or inflammatory content associated with your HCOSS membership will be addressed.

3. Honor Player Privacy Do not post content about individual HCOSS players, their performance, photos, or videos without explicit consent. This includes:

- Highlighting individual mistakes, penalties, or poor plays in games or practices
- Sharing photos or video clips without permission
- Tagging players in unflattering or embarrassing content

4. Respect Locker Room and Team Spaces Do not share footage, photos, or commentary from locker rooms, benches, or other restricted areas. These spaces are private and confidential to the team.

5. Exercise Discretion with Official Comments Be cautious when commenting on official HCOSS social media accounts or forums. If unsure whether a comment is appropriate, ask the Trustees before posting. Promotional, political, religious, or commercial content is not permitted on official HCOSS channels without prior approval.

6. Consider Long-Term Impact Remember that online posts can have lasting consequences. Before posting, ask yourself: *"Would I be comfortable with this content being public permanently and associated with my name and HCOSS?"* If the answer is no, refrain from posting.

7. Protect Personal Information Do not share personally identifiable information (addresses, phone numbers, financial details, etc.) of HCOSS members on team social media channels or in group communications without explicit consent.

8. Report Violations If you observe inappropriate conduct by another member on social media or electronic communications, report it to the Trustees. Include screenshots or links as evidence.

Enforcement

The **HCOSS Trustees** are responsible for overseeing and enforcing this Policy. The Trustees have the authority to:

- Remove inappropriate content from HCOSS social media platforms
- Block or restrict individuals from HCOSS's official channels
- Address violations through the disciplinary process outlined below

Consequences for Non-Compliance

Failure to adhere to this Policy is considered a violation of the HCOSS Code of Conduct. Depending on severity, violations may result in:

- **First Offense:** Written warning and request for content removal
- **Second Offense:** Suspension from team activities (up to 4 weeks)
- **Third Offense or Egregious Conduct:** Termination of HCOSS membership and forfeiture of dues

The Trustees will review all reported violations and may impose graduated discipline based on the nature and severity of the conduct.

Date of Adoption: September 30, 2026

End of Social Media and Electronic Communication Policy