



British Lacrosse

British Lacrosse Social Media Policy

Date Updated: 24/3/2025

Reviewed by: British Lacrosse Profile Group (Chris Russell, Alison Kervin, Emma Thomas & Andrew Nadin)

1. Purpose and Scope

1.1 This policy covers all forms of social media platforms, including but not limited to Facebook, Instagram, SnapChat, LinkedIn, Twitter, Google+ Wikipedia, YouTube, TikTok, Whatsapp and other social networking sites, and other internet postings, including blogs.

1.2 It applies to the use of social media for both business and personal purposes, whether during working hours or personal time to the extent that it may affect the business of British Lacrosse.

1.3 The policy covers social media access via Information Systems or personal equipment and software.

1.4 Whilst we recognise the benefits which may be gained from appropriate use of social media, it is also important to be aware that it poses significant risks to our business. These risks include disclosure of confidential information and intellectual property, damage to our reputation and the risk of legal claims.

1.5 This policy covers all employees, athletes, and contractors as well as those appointed to voluntary roles by British Lacrosse.

1.6 This policy should be read in conjunction with our Social Media Guidelines

All members of British Lacrosse have a responsibility to uphold its reputation and legacy. We want all British Lacrosse team members to be able to fulfil their potential within a safe and enjoyable environment.

This code of conduct applies to anybody representing British Lacrosse (Athletes, Coaches and Staff) and should be read in conjunction with the BLPP Performance Agreement.

As a British Lacrosse team member, you recognize that your conduct will reflect on past, present and future team members, British Lacrosse Ltd, our commercial partners, UK Sport (including the National Lottery) and the sport as a whole. Accordingly, you agree to conduct yourself in a proper manner whilst a member of the British Lacrosse team including:

1. Upholding the British Lacrosse Team Values;

2. Making a positive commitment to supporting and achieving the aims and objectives of the BLPP;

3. Displaying high standards of behaviour and not bringing yourself or British Lacrosse, our commercial partners, UK Sport (including the National Lottery) or the sport into disrepute;

Examples of acceptable behaviors may include: Treating opponents with respect, adhering to the rules of the game, engaging in positive sportsmanship.

Example of unacceptable behaviors may include: Engaging in verbal abuse, physical altercations, or unsportsmanlike conduct.

4. Respecting the rights, dignity and worth of every person, acting in an inclusive, fair and non-discriminatory manner;

5. Treating all members of the British Lacrosse team and the wider lacrosse community and their property with respect;

6. Recognising that your actions in person, in media and online reflect on British Lacrosse, our commercial partners, UK Sport (including the National Lottery) and the sport; (Please see British Lacrosse Social Media Policy for more information)

7. Promoting a culture of clean sport and abiding by all anti-doping requirements.

Welfare:

The welfare of our athletes and staff is of the utmost importance. We seek to promote a safe and supportive environment where everyone can thrive professionally. Beyond the BL Athlete Lifestyle support services, athletes and staff may access further support through the AMS or BEAA.

Bullying & Harassment:

British Lacrosse is committed to providing environments that are free from bullying and harassment. Where everyone is treated, and treats others, with dignity and respect.

As a member of the British Lacrosse team, you understand that breaches of this Code may be subject to action under the relevant disciplinary policy.

Breaches to the Code of Conduct

Any breach of the code of conduct, can be reported directly to the Performance Director performancedirector@britishlacrosse.org or the COO Mark Coups. All reports will be treated with confidentiality and impartiality.

This Code of Conduct prohibits conduct ranging from serious criminal acts to unsportsmanlike behaviour or a lack of courtesy. In addition, the code of conduct prohibits intimate relationships between anyone in a position of authority (for example but not limited to, coach, practitioner, official) and an athlete (aged 18 and over) they work directly with.

Not all breaches will justify the taking of formal disciplinary action. Individuals will be able to resolve, formally or informally, many issues arising from breaches occurring within their own areas of work. British Lacrosse encourage all individuals to work together in a collaborative manner to identify and resolve minor breaches.

Any breaches of the Code of Conduct identified as a potential safeguarding adult or safeguarding children concern will be dealt with under the Safeguarding Adult Policy or Safeguarding Children Policy and procedures.

Disciplinary procedure: The information set out here is not an exhaustive disciplinary procedure, however everyone must understand the potential consequences of breaching any aspects of this Code of Conduct. British Lacrosse staff may respond based on the severity of the incident/breach to the Code of Conduct in the following ways:

- Informal discussion.
- Verbal warning.
- Written warning.
- Removal from the training session/camp.
- Removal from British Lacrosse activity

Last updated: March 2025.