



Manitoba Organization of Disc Sports

Title	Communications Policy
Owner	MODS Board of Directors
Approval By	MODS Board of Directors

Originally Approved March 18, 2024	Last Reviewed	Last Revised
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Purpose

1. The purpose of this Policy is to outline the expected communications standards expected by all staff, Board members, coaches, managers, volunteers and other team staff of the organization (to be referred to as “communicators” in this policy).

Definitions

2. Terms in this Policy are defined as follows:
 - a. “Participants” - Refers to all categories of individual members and/or registrants defined in the By-Laws of MODS as well as all people engaged in activities with MODS including, but not limited to athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, and Board Members and Officers. Participants are subject to the policies of MODS.
 - b. “Person in Authority” - A Participant who holds a position of authority within MODS including, but not limited to, coaches, managers, support personnel, staff, supervisors, and Board Members. There is typically a Power Imbalance between Persons in Authority and other Participants.
 - c. “Power Imbalance” - A Power Imbalance may exist where, based on the totality of the circumstances, a Participant has a duty of care or supervisory, evaluative, or other authority over another Participant. A Power Imbalance may also exist between an athlete and other adults who are Persons in Authority. Maltreatment occurs when this power is misused.
 - d. “Responsible Coaching Movement” - A call to action for sport organizations, parents, and coaches to enact responsible coaching across Canada – on and off the field (<https://coach.ca/responsiblecoaching-movement>)
 - e. “Social Media” - Communication media that permits users to create or generate content, share that content, and network with other users. Social media includes YouTube, Facebook, Instagram, LinkedIn, Tumblr, TikTok, Snapchat,

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Winnipeg, MB R3B 2Z6
Phone 204.925.5655

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Twitter, and any other, future, or new websites and/or applications.

- f. “Vulnerable Participants” - Includes children/youth (vulnerable participants) and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)

Policy/Protocol

3. This Policy applies to all board and staff members and requires a best effort to be followed. It is understood there may be exceptional circumstances not covered in this policy that may render the ability to follow this impossible.

Electronic Communication with Vulnerable Participants

4. There shall be no direct communication by phone, email, text, social media or any other form of electronic communication directly between an adult and vulnerable participant. Communication will be sent and made with the parent/guardian of the vulnerable participant. Exceptions may be made for a team chat group when needed provided that the following conditions have been met:
- Parents/guardians of each vulnerable participant are given the opportunity to be included in such group; and
 - The group involves at least two other adults at all times; and
 - The group is not exclusionary to any member of the team.

Responsibilities

5. Timelines: It is the responsibility of all communicators to respond to the community in a respectful, timely, and efficient manner.
6. For clarity, it is expected that phone calls and emails sent to staff, or board will generate a response within 48 hours excluding weekends and holidays.
7. Respectful Communication: no participant shall be subject to any form of harassment, abuse, attack, or threat made by a person in authority with MODS.

Social Media

8. Adult communicators shall not follow, comment or ‘like’, or engage with social media posts of vulnerable participants. Adult communicators shall not solicit vulnerable participants to follow, comment, or ‘like’, or engage with their social media posts. Exceptions to this may include an adult who is less than 3 years older than the vulnerable participant and who is in no position of authority over the vulnerable participant.

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Enforcement

9. A breach of any provision in this Policy may be subject to legal recourse, termination of the employment, or volunteer position, or sanctions pursuant to MODS' Discipline and Complaints Policy.

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