



Historical Armored Combat Sports Association HACSA

This policy governs the publication of and commentary on social media by members of the Historical Armored Combat Sports Association, hereafter referred to as “HACSA” and its related companies/organizations. For the purposes of this policy, social media means any facility for online publication and commentary, including without any limitation; blogs, wiki’s, social networking sites such as Facebook, LinkedIn, Instagram, Twitter, Flickr, and YouTube. This policy is in addition to and complements any existing or future policies regarding the use of technology, computers, e-mail and the internet and the organization.

- HACSA members are free to publish or comment via social media in accordance with this policy.
- HACSA members are subject to this policy to the extent they identify themselves as members of HACSA (other than as an incidental mention of place of employment in a personal blog on topics unrelated to HACSA).
- Notwithstanding the previous section, this policy applies to all uses of social media, including personal, by HACSA members if their position with HACSA would be well known within the community.

Publication and commentary on social media carry similar obligations to any other kind of publication or commentary.

All uses of social media must follow the same ethical standards that HACSA members must otherwise follow. See the Society’s “Code of Conduct”.

Setting up Social Media

Assistance in setting up social media accounts and their settings can be obtained from HACSA’s Board of Directors. New social media accounts regarding teams or organizations associated with HACSA require the approval from the HACSA Board of Directors.

Confidentiality

While perfectly acceptable to discuss personal topics, or to have a dialogue with the community, it is not permissible to publish confidential information regarding HACSA or its members without the express permission of the Society’s Board of Directors.

Confidential information includes things such as:

- Unpublished details about the Society that have not been directly approved by the President or the Board of Directors
- Details of current or future events that have not been published by the Society
- Financial dates or predictions
- Financial information



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- Personal information of others
- Trade secrets
- Personal addresses or other revealing information
- Information that is detrimental to the health or well-being of others
- Content that breaks terms and conditions of the social media platform being used
- Content that contradicts or exceeds limitations set out by the HACSA bylaws

We must respect the wishes of all members and the society regarding the confidentiality of information.

Privacy Protection

Privacy settings on social media platforms should be set to allow anyone to see profile information similar to what would be on the HACSA website or Facebook page. Other privacy settings that might allow others to post information or see information that is personal should be set to limit access. Be mindful of posting information that you would not want the public to see. Do not post publicly any information about members personal lives or any videos, photos, or paraphernalia that you have been strictly requested to take down. Media posted that has been requested to be removed by a member or board of directors should be removed and not visible to the public until reviewed by the board of directors for its appropriateness.

Honesty

Do not blog anonymously, using pseudonyms or false screen names. We believe in transparency and honesty. Use your real name, be clear who you are, and identify that you work or participate in events for HACSA. Nothing gains you notice in social media more than honesty - or dishonesty. Do not say anything that is dishonest, untrue, or misleading. Be smart about protecting yourself and your privacy as well as the privacy of both the Society and other members. What you publish will be around for a long time, so consider the content carefully and be cautious about disclosing personal details. It is expressly forbidden for any members to post personal details about another member or the Society without permission from said member or the Society President/Board of Directors.

Do not slander or create content which causes harm; whether financially, emotionally, physically, or other.

Copyright Laws

It is critical that you show proper respect for the laws governing copyright and fair use or fair dealing of copyrighted material owned by others, including HACSA's own copyrights and brands.



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Never quote more than short excerpts of someone else's work, and always attribute such work to the original author/source. It is good general practice to link to others' work rather than reproduce it.

All media that has:

- Reference to other copyrighted media
- Personal information or identification
- Images, graphics, drawings, reproductions, or any other transcriptions which contain the likeness and/or copied content of another person's created material or protected information such as:
 - Pictures or photographs
 - Articles or published documents
 - Copied material
 - Graphics
 - Any other content which may fall under privacy protection

Require the sole and express permission from those persons before they can be posted on any social media connected to HACSA.

Respect your audience and HACSA

The public in general, and HACSA members and vendors, reflect a diverse set of customs, values, and points of view. Do not say anything contradictory or in conflict with HACSA website, social media, or director posting. Do not be afraid to be yourself but do so respectfully. This includes but is not limited to ethnic slurs, offensive comments, defamatory comments, excessive posting of personal commentary, personal insults, obscenity, harassment, etc. but also must take into account proper consideration of privacy and of topics that may be considered objectionable or inflammatory - such as politics and religion. Use your best judgment and be sure to make it clear that the views and opinions expressed are yours alone and do not represent the official views of HACSA.

Protect HACSA and its Participant Members

Members, vendors, partners, or suppliers should not be cited or obviously referenced without their approval. Never identify a member, vendor, partner, or supplier by name without permission and never discuss confidential details of a vendor engagement. It is acceptable to discuss general details about kinds of events and to use non-identifying pseudonyms for a member or vendor so long as the information provided does not violate any non-disclosure agreements that may be in place with the vendor or make it easy for someone to identify the vendor. Your blog is not the place to "conduct business" with a vendor.



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Controversial Issues

If you see misrepresentations made about HACSA in the media, you may point that out. Always do so with respect and with the facts. If you speak about others, make sure what you say is factual and that it does not disparage that party. Avoid arguments. Brawls or flaming may earn traffic, but nobody wins in the end. Do not try to settle scores or goad competitors or others into inflammatory debates. Make sure what you are saying is factually correct.

Comments, statements or witch hunting towards individual members are not tolerated. No individual member should feel out of place or feel targeted due to any reason. If a bylaw or rule is broken the appropriate committee, representative or director(s) shall respond appropriately to address the issue.

Political or religious posts in reference to activities put on by the society are not allowed. The society and its members shall not use marketing, media, pictures, videos, brochures, advertisements or any other content that refers to the society in a way that promotes or denigrates any specific political party, business or religious entity.

No member shall use social media to promote themselves or their business by utilizing society resources that can be seen as a conflict of interest, and will refrain from publicly posting, announcing or advertising itself in a way that singles out individuals or business that favor one person/business over another.

Mistakes

If you make an error, be up front about your mistake and correct it quickly. If you choose to modify an earlier post, make it clear that you have done so. If someone accuses you of posting something improper (such as their copyrighted material or a defamatory comment about them), deal with it quickly - better to remove it immediately to lessen the possibility of a legal action.

Consequences

It is not allowed for any member or person associated with HACSA to use any social media outlet to dispute or embarrass the Society, our vendors, or other members.

Disclaimers

Any statement, clause or description of an event, product or any other information posted to social media about the Society may require disclaimers posted to provide additional information about the posted topic.



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The Society President can provide you with applicable disclaimer language and assist with determining where and how to use that.

Enforcement

Policy violations will be subject to disciplinary action, up to and including termination of membership or legal action.