



## **ILOA Social Media Policy**

*Adopted by ILOA Board of Directors February 26, 2025*

As the Idaho Lacrosse Officials Association (ILOA), we recognize that our words—whether spoken, recorded, printed, or shared through social media—carry weight due to our roles as officials. Anything we say about a game, player, coach, parent, fan, fellow official, rule, or entity that associates with ILOA reflects on both our individual integrity and the reputation of the organization. To safeguard the credibility of ILOA and its members, it is the Board’s position that all ILOA member officials should refrain from social media comments or content that violates these guidelines (including but not limited to Facebook, Twitter/X, Instagram, Snapchat, TikTok, etc.).

As a guiding principle, it is recommended pausing before posting or sending any message, comment, or content to ask yourself: “Is this appropriate in all respects?” It is important to think if anyone who comes across your comment or content will reasonably think it is inappropriate. Even if you restrict access to your page or comments (e.g., to “friends only”), your social media comments or content may still reach an audience far beyond those you intended.

ILOA is particularly concerned about social media comments or content that:

- Are, or could reasonably be perceived as, negative, critical, derogatory, or intimidating toward any league, league official, team, player, coach, school, school official, lacrosse club, lacrosse club official, assigner, sports official (of any sport), parent, fan, fellow ILOA member, or any other non-named person or entity with which ILOA interacts.
- Include any details, either vaguely or specifically, about lacrosse club programs, coaches, or players, with which ILOA interacts or any game specific situation(s) from any ILOA assigned games.
- Otherwise reasonably could, or does, discredit or harm the reputation of ILOA.

Accountability and integrity are core values of the officiating profession. Violations of these guidelines may result in disciplinary action, determined at the sole discretion of the ILOA Board of Directors. Depending on the nature and severity of the violation, one or more of the following sanctions—or other appropriate remedies—may be imposed:

- Letter of Reprimand
- Loss of Game Assignments
- Completion of Additional Training
- Removal from ILOA Membership

Authorized representatives of the ILOA Board may post information or content on official ILOA social media platforms. No violation occurs if an ILOA member reposts official ILOA social media content or individually shares a general and positive photo at a field—with or without fellow officials—provided it does not reference any rules, calls, situations in any game, teams, coaches, fans, players or otherwise breaches these guidelines. Including the location in social media content like this example is acceptable.

The ILOA Board may also grant written exemptions to these guidelines at its sole discretion (e.g., deeming it appropriate for a member to post positive news about their child playing on a lacrosse club team).

*This policy does not restrict communications or actions protected or required by applicable state or federal laws. Nothing in this policy is intended to establish an employer-employee relationship between ILOA and its members.*