



TCGSL - Code of Conduct – Social Media Policy Supplemental

Updated February 22nd, 2022

The Twin Cities Goodtime Softball League is committed to ensuring everyone, regardless of sex, gender identity, age, sexual preference, race, national origin, religion, disability or skill level, has a safe place to participate. This commitment extends from the field of play to our virtual presence. Anyone associated with the TCGSL should have the expectation that they will not be demeaned, ostracized, threatened or the recipient of unwanted objectification or sexualization. Under this philosophy, the TCGSL shall operate under the following supplemental policies under the TCGSL Code of Conduct:

- a) Any comment or action that makes an individual or group feel disparaged, unwelcome or unsafe during any TCGSL sponsored event shall be taken seriously. Any reports to the TCGSL Executive Board or direct observations by the TCGSL Executive Board shall be investigated. If a violation of this policy is found to be reasonably confirmed after investigation, the TCGSL Executive Board may impose penalties including, but not limited to: ejection from a game, suspension from a determined number of games, or expulsion from the league. Missed games as a result of violation of this policy shall not be refunded.
- b) Photos posted to any TCGSL Social Media platform by anyone must not be overtly sexual. Photos posted that are in violation of this policy shall be removed immediately by the TCGSL Executive Board or appointed designee. The TCGSL or designee shall determine if a photo meets this standard. However, any individual who is the subject of the photo may request to have a photo removed and that request shall be honored regardless of the option of the TCGSL Executive Board or designee.
- c) Comments or captions posted to any TCGSL Social Media platform by anyone must not be overtly sexual, objectify an individual or group, or otherwise make anyone feel disparaged, unwelcome or unsafe. The TCGSL or designee shall determine if a comment or caption meets this standard. However, any individual who is the subject of the comment or caption may request to have it removed and that request shall be honored regardless of the option of the TCGSL Executive Board or designee.
- d) While there may be wide interpretations of what may or may not violate these policies, the TCGSL shall err on the side of ensuring the organization is welcoming to all members and fans.