



National Women's Martial Arts Federation

Communications and Social Media Policy

Introduction

The mission of the National Women's Martial Arts Federation (NWMAF) is to promote the involvement of women and girls—cis and trans/nonbinary/gender nonconforming person—in martial arts, self-defense, and healing arts.

The NWMAF uses telephones, postal mail, email, and social media to relay vital information to members, share resources, and build the organization.

It is committed to:

- Promoting respectful communications between members; within the martial arts, self-defense, and healing arts communities; and with the community at large; and
- Creating personal and online relationships that foster positive community relations, share information, empower others, support and strengthen relationships, and build individual and collective strength.

Policy Statement

All verbal, written, and social media exchanges between members (voting and nonvoting), event trainers, Board members, affiliated programs, allied members, volunteers, business associates, vendors, and event guests shall be appropriate and mutually respectful. This includes communications between Board members and the general public.

The above-stated individuals agree to adhere to the following policy as a condition of NWMAF membership, affiliation, or event participation.

Online Communications Guidelines

For the purpose of this policy, personal communications are public and private communications through mediums including:

- Email;
- Text messages;
- Social media direct messages and applications;
- Picture and video messaging through social networking services (Snapchat, TikTok, etc.); and
- Twitter, Facebook, Instagram, LinkedIn, and any other electronic communication platform.

When communicating with one another, individuals shall not post or transmit content on *any NWMAF-affiliated site* that is libelous, defamatory, false, obscene, indecent, lewd, pornographic, violent, abusive, threatening, harassing, discriminatory, or that constitutes hate speech or luring and/or grooming behavior.

Social Media Guidelines

The NWMAF is committed to respecting and protecting the privacy of its members, event participants, and event guests.

Members, event participants, and event guests shall be mindful of the following protocols.

NWMAF

The NWMAF shall:

- Reserve the right to publish photographs or video—on its website and social media pages—of those who have signed a waiver or who are unrecognizable. The NWMAF will take care to protect the privacy requests of minors and their guardians.
- Not share social media posts featuring NWMAF members without the members' consent (examples: awards, promotions, community service events, etc.).
- Reserve the right to refuse members' posts on its social media sites that can potentially cause harm (e.g., emotional abuse, sexual harassment, bullying, etc.).

Members

Online information is best monitored by each person's personal privacy settings.

The NWMAF encourages members, event participants, and event guests to request permission before sharing other people's social media posts or personal photographs and to "tag" only with permission.

- Captioning of photographs or videos of minors shall be permitted with permission from a parent/guardian. However, the caption shall not include the minor's full name or personal identifying information (age, home city or country, phone number, email address, etc.) and shall not create a clickable link to someone's personal profile or make it possible to obtain contact information.
- Members shall not "tag" minors.
- Unless granted permission by the individual, social media posts, photographs, or videos featuring NWMAF participants shall not use personal identifying information (age, home city or country, phone number, email address, etc.).

Communication with Minors

Texting and electronic communication can be a vital part of the NWMAF's and its members' work with youth, but their improper use can result in serious consequences. Therefore, for safety and security reasons and to align with industry best practices regarding relationships

with unequal power, the NWMAF has developed the following guidelines. (Refer to your state's laws for the legal age of an adult.)

- Communication in the digital sphere shall never be considered private.
- When possible, an adult member with authority over minors shall send communications to an entire group rather than in a one-to-one private message.
- When an adult member with authority over a minor communicates with a minor, the minor's parent or legal guardian shall be copied. This includes electronic communications between chaperones or buddies during any NWMAF event.
- If the minor initiates communication with the adult party, the adult shall copy the minor's parent or legal guardian on any electronic communication response to the minor.
- Members shall use prudent judgment regarding the time of day that a minor is contacted via text or social media direct message.

The NWMAF expects its members to prioritize the protection and welfare of minors. NWMAF members who are mandated reporters in their state or country should be familiar with the laws and requirements that apply to them. If any NWMAF member becomes aware of any abuse of a minor, they should seek help—either by making a report to local/appropriate authorities, reaching out to the minor's school/dojo, or contacting local resources or the NWMAF Board for advice, support, or additional options.

Reporting and Resolution Procedures

Concerns regarding violations of this policy shall be reported to any NWMAF Board member. The NWMAF Conflict Resolution Committee will work with all parties involved for a swift and fair resolution.

The NWMAF reserves the right to refuse or revoke membership, affiliated status, or self-defense certification to an individual or school that violates this policy.

This policy was adopted by the NWMAF Board of Directors on Jan. 12, 2020.