

Guidance Note:

Breaches of Policy and Consequences



About this document

This document is provided as a supplementary document to support the procedures for Child Safe Child Friendly Element 10 – Girl Guiding in Practise: Clause 8 Digital Platforms.

Personal Liability

Adults in Guiding, Youth Members and Other Workers should be aware that information provided, and statements made, on Digital Platforms could have significant consequences personally, for example:

- making statements about an individual may constitute defamation and possibly libel under applicable legislation to the person about whom the statement is made.
- making statements may constitute unlawful discrimination, harassment or bullying and the person may be held personally liable under applicable legislation.
- making statements about GGiA or another group participating in or affiliated with GGiA, its business, parents or members, may constitute a breach of obligation not to disclose confidential or personal information and the obligation not to make public statements about or on GGiA's behalf without express authority.
- using other persons' material, text, images, photographs, music, logos and trademarks may breach copyright and trademark laws.

Consequences of a Breach of the Policy

Using Digital Platforms in a way which breaches this Policy, the GGA Code of Conduct, and any other GGiA policies or your obligations as an Adult in Guiding, Youth Member (where appropriate) and Other Worker under the law may result in disciplinary or legal action being taken which is appropriate in the circumstances.

Disciplinary action may include limitation or removal of access to GGiA systems; counselling, termination of an employment contract, business contract; or termination of a GGiA membership or an affiliation