

POLICY TO PROTECT CHILDREN



INTRODUCTION

Corunna Soccer is committed to providing a safe environment for its players, coaches, volunteers, employees, members, directors, and officials. The safety, rights, and well-being of children participating in Corunna Soccer programs is a priority in the Club's daily operations.

Corunna Soccer will conduct itself according to the policies of its governing associations (Ontario Soccer/Canada Soccer) and may rely on other organizations such as the Canadian Center for Child Protection and international standards such as the International Safeguards for Children in Sport for guidance and best practices in this regard.

POLICY

Corunna Soccer is fully committed to safeguarding the welfare of all children in its care and recognizes its responsibilities in promoting safe practices in the protection of children. To ensure a safe sporting environment, Corunna Soccer will have in place policies and guidelines to prevent all forms of emotional, physical, and sexual misconduct.

Corunna Soccer will review and approve policies and guidelines to protect children every four years, ensuring:

- The promotion and implementation of appropriate procedures to safeguard the well-being of children and protect them from abuse while participating in Corunna Soccer activities and programs.
- Staff and volunteers adopt best practices to safeguard and protect children from abuse and to reduce risk to themselves.
- The requirement that Adult Participants, Technical Coaches, and Technical Game Officials, as defined below, adopt and abide by this Policy to Protect Children.
- Establishment of procedures for reporting and dealing with allegations of abuse.
- Monitoring and evaluation of the implementation of this policy.

PURPOSE

The purpose of this Policy to Protect Children is to guide all Adult Participants, Technical Coaches, and Technical Game Officials in developing healthy relationships with the children involved in activities or programs delivered by Corunna Soccer and to model appropriate boundaries for children.

APPLICABILITY

This policy is applicable and directed to all Corunna Soccer players, parents/guardians of registered players, coaches, referees, volunteers, employees, members, directors, suppliers, sponsors, and officials over the age of 18 who interact directly with children while conducting their duties at Corunna Soccer (collectively called "Adult Participants" in this policy).

Corunna Soccer Technical Coaches and Technical Game Officials (as defined below) are governed by the rules of conduct for coaches and game officials set out within this policy. It is the policy of Corunna Soccer that all Technical Coaches and Technical Game Officials will have an adult coach, adult team staff member, or parent manager present at all times when conducting their duties.

DEFINITIONS

For the purposes of this policy:

- **Adult Participant:** Includes all Corunna Soccer players, parents/guardians, coaches, referees, volunteers, employees, members, directors, suppliers, sponsors, and officials over the age of 18 who interact directly with children while conducting their duties at Corunna Soccer.
- **Age of Protection** (also called "Age of Consent"): The age at which a young person can legally consent to sexual activity. The age of protection in Canada is generally 16 years old, but the Criminal Code increases that age to 18 in the context of certain relationships. A child under the age of 18 is not able to give consent to sexual activity when the other person (who for the purposes of this policy is over the age of 18) is in a position of trust or authority over the child (e.g. coach or teacher).
- **Adult** Refers to anyone aged 18 and over.
- **Child Sexual Abuse:** Can include a range of behaviors, from obvious contact offenses, such as sexual touching, to less obvious non-contact offenses such as making sexually explicit comments, voyeurism, exposing a child to pornography, or inviting a child to touch themselves.
- **Children:** Refers to anyone under the age of 18.
- **Misconduct:** Refers to behaviors that may be seen by a reasonable observer to be violating reasonable boundaries between an adult and a child.
- **Team Officials:** Those unpaid individuals who provide services to the Club for the duration of a soccer season and could include, but are not limited to, persons such as team managers, team treasurers, equipment managers, and assistant coaches. Individuals who provide unpaid services, often on a one-time basis, such as support at tournaments or fundraising support, are not considered Team Officials.
- **Volunteer:** An Adult Participant, as defined above. Volunteers are not Team Officials or Technical Coaches but are individuals who perform voluntary services for Corunna Soccer on an occasional basis, such as at tournaments. Volunteers are representatives of Corunna Soccer and are subject to all Corunna Soccer's policies and guidelines.

BEHAVIOR GUIDELINES

Treating Children with Dignity and Maintaining Boundaries

Adult Participants, Technical Coaches, and Technical Game Officials must treat children with respect, dignity, and fairness, and maintain appropriate boundaries with all children and families involved in Corunna Soccer activities and programs. In order for children to participate in these activities, the needs of the children will be put before the needs/preferences of the coaches and volunteers (for example, in applying the Rule of Two regarding transportation).

Interactions and activities with children outside or off the playing field for tournaments, teambuilding, or fundraising events must be known and approved by the team manager, coach, and parents of the child.

Adult Participants, Technical Coaches, and Technical Game Officials who are in doubt about the appropriateness of their behavior or the behavior of others, should raise the matter with the Chair of the Board of Directors of Corunna Soccer.

General Rules of Behavior

Adult Participants, Technical Coaches, and Technical Game Officials must not:

- Engage in any sort of physical contact with a child that may make the child and/or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with a child that may make the child uncomfortable and/or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behavior that goes against Corunna Soccer's Code of Conduct or policies regardless of whether or not they are serving Corunna Soccer at that time.
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behavior. All suspicions of potentially illegal or inappropriate behavior must be reported to the appropriate authorities (see Reporting Requirements).

Inappropriate Behavior

All children involved in Corunna Soccer activities and programs are entitled to be treated with dignity and respect. As such, inappropriate behavior will not be tolerated by Corunna Soccer. Forms of inappropriate behavior include, but are not limited to, the following:

- **Inappropriate Communication:** Communication by Adult Participants, Technical Coaches, and Technical Game Officials with a child or their family outside the context of Corunna Soccer activities is prohibited, regardless of who initiates the communication. Adult Participants, Technical Coaches, and Technical Game Officials must not engage directly with children through personal letters, phone calls, or social media channels such as email, texting, Facebook, Instagram, Snapchat, or any other channel that may become available on the internet.

Corunna Soccer sanctions the use of team-based group communication sites such as TeamSnap and SportsEngine for communication amongst coaches, team members, and parents.

- **Inappropriate Contact:** Adult Participants, Technical Coaches, and Technical Game Officials are not to spend unauthorized time with a child outside Corunna Soccer designated/sanctioned events. It is recognized that there will be times where coaches and volunteers will be in contact with children at other activities outside the realm of Corunna Soccer sanctioned activities; however, as a good practice, Adult Participants, Technical Coaches, and Technical Game Officials should not be alone with children without family members or others present.
- **Inappropriate Physical Contact:** Adult Participants, Technical Coaches, and Technical Game Officials must never physically touch children in inappropriate ways. If required, massage, rubdown, stretching, icing/taping, will only be conducted in open areas with other adults present.
- **Displays of Affection:** Corunna Soccer recognizes that children require positive reinforcement and encouragement of their behavior. However, judgment must always be used with children in displaying affection which can be misconstrued.
- **Favoritism:** Adult Participants, Technical Coaches, and Technical Game Officials are not to single out children by providing special attention, gifts, or privileges that are excessive, unwarranted, or inappropriate.
- **Personal Photos/Videos:** Adult Participants, Technical Coaches, and Technical Game Officials are not to take pictures or videos of children on their personal cell phone, camera, or video camera for personal use. Pictures or videos taken as requested by Corunna Soccer or within the context of Corunna Soccer activities are acceptable (within the Club's policy and commitment to parents/guardians on the use of photographs/images), and may remain the property of Corunna Soccer.

Other forms of inappropriate behavior include:

- Violence towards a child.
- Discrimination towards a child based on race, ancestry, place of origin, color, ethnic origin, citizenship, faith or creed, sex, sexual orientation, age, marital status, family status, or handicap.
- Telling sexual jokes to a child, or making comments to a child that are suggestive, explicit, or personal.
- Showing a child material that is sexual in nature, in any form whatsoever.

- Intimidating or threatening a child.
- Bullying, mocking, belittling, or making fun of a child.
- Inappropriate physical contact with children, such as pats on the bottom.
- Inappropriate language [swearing].

Rule of Two: Adult Participants, Technical Coaches, and Technical Game Officials, other than the parent/guardian of a child, must never be alone with a child unless in an open and observable environment with another adult or participant present. This includes, but is not limited to, activities such as travel, training, and competition environments. An exception can be made if a person of the same gender is not available in the situation, such as for changing areas.

Appropriate Behavior

Corunna Soccer promotes a culture of good behavior for all Adult Participants, Technical Coaches, and Technical Game Officials, which includes:

- Promoting safe sport and taking all complaints seriously.
- Monitoring the behavior of others.
- Coaching/teaching with positivity.
- Using verbal praise and encouragement.
- Ensuring parents/guardians are aware of their child's involvement and being responsive to any concerns raised by them.
- Using "Buddy" systems with other coaches, referees, or team members.

REPORTING REQUIREMENTS

Duty to Report

An Adult Participant, Technical Coach, or Technical Game Official who becomes aware of another Adult Participant, Technical Coach, or Technical Game Official violating this Policy to Protect Children must report this behavior to the Corunna Soccer Board of Directors.

Legal Duty to Report Child Abuse

Corunna Soccer will report to authorities all allegations or suspicions of potentially illegal behavior (e.g., child sexual abuse) that a coach, referee, volunteer, or other representative of Corunna Soccer has allegedly committed. This is a legal duty to report. Adult Participants, Technical Coaches, and Technical Game Officials are required to comply with these obligations. Additionally, an Adult Participant,

Technical Coach, or Technical Game Official should report child abuse to the Chair of the Board of Directors of Corunna Soccer. However, reporting to the Club is not a substitute for reporting to authorities as required under the law.

DUTY TO REPORT TO AUTHORITIES

Child abuse or neglect must be reported to authorities where there is an imminent risk of a child being harmed or if you believe a child has been or is being harmed. Reporting suspicions of child abuse or neglect may be made to the local child protection agency, children's aid society, or police.

VIOLATIONS OF THIS POLICY

A violation of this policy may result in sanctions, such as suspension, termination of contract, or other measures deemed appropriate by Corunna Soccer.

This policy aims to provide a safe environment for children participating in Corunna Soccer activities and programs. By adhering to these guidelines and principles, Corunna Soccer can create a positive and secure atmosphere for all its young participants.