



# **BRAMS UNITED GIRLS SOCCER CLUB**

## **Code of Conduct and Child Safety** **OUTLINING OUR COMMITMENT TO SAFETY**



# BRAMS UNITED GIRLS SOCCER CLUB

8950 McLaughlin Road South, Building D  
Brampton, ON L6Y 5T1  
905-452-8169

## INTRODUCTION

Brams United Girls Soccer Club has developed the following Child Protection Code of Conduct to guide our members, volunteers, and staff in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily programs. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries. Each organization must have a designated person for reporting. At Brams United Girls Soccer Club the designated person for reporting is the organization's [General Manager](#).

## WHY A CHILD PROTECTION CODE OF CONDUCT IS IMPORTANT?

Our organization is committed to ensuring all children are protected and safe. A Code of Conduct is an important part of creating safe environments for children. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

The intent of the Code of Conduct is to guide our members, staff & volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

## CHILD PROTECTION

All coaches and individuals who work with children have a “duty of care” to the children with whom they work. A duty of care is a legal obligation which is imposed on an individual requiring adherence to a standard of reasonable care while performing any acts that could foreseeably harm others. Coaches are required by law to always act in the best interest of the individuals they coach and not act or fail to act in a way that results in harm. This obligation also includes a responsibility to role model appropriate boundaries and professional contact at all times.

## TREATING CHILDREN WITH DIGNITY AND MAINTAINING BOUNDARIES

All members, staff, and volunteers must:

- Treat all children with respect and dignity
- Establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by the organization

It is important to monitor your own behaviour towards children and pay close attention to the behaviour of your peers to ensure that behaviour is appropriate and respectful and will be perceived as such by others.

All of your interactions and activities with children:

- should be known to, and approved by the board, where applicable, and the parents of the child
- tied to your duties, and
- designed to develop the child's skills in the sport program

**Always consider the child's reaction to any activities, conversations, behaviour, or other interactions. If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should discuss it with the [General Manager](#).**



# BRAMS UNITED GIRLS SOCCER CLUB

8950 McLaughlin Road South, Building D  
Brampton, ON L6Y 5T1  
905-452-8169

Examples of unacceptable behaviour toward a child:

- embarrassing
- shaming
- blaming
- humiliating
- putting them down

## GENERAL RULES OF BEHAVIOUR

Staff/volunteers of the organization must not:

- Engage in any sort of physical contact with a child that may make the child, 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 within or outside of duties with the child, that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) the organization's mandate, policies, or Code of Conduct to Protect Children, regardless of whether or not they are serving the organization at that moment
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is a staff/ volunteer's duty to report the matter to the [General Manager](#), Child Welfare Agency, or law enforcement, not to investigate.

## WHAT CONSTITUTES INAPPROPRIATE BEHAVIOUR

Inappropriate behaviour includes, but is not limited to:

1. **Inappropriate Communication.** Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. For example:
  - Personal phone calls not tied to duties with the child
  - Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child
  - Personal letters not tied to duties with the child
  - Excessive communications (online or offline)
2. **Inappropriate Contact.** Spending unauthorized time with a child outside of designated duties with the organization.
3. **Favouritism.** Singling out a child or certain children and providing special privileges and attention. (for example, paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate.)
4. **Taking Personal Photos/Videos.** Using a personal cell phone, camera or video to take pictures of a child, or allowing any other person to do so, as well as uploading or copying any pictures you may have taken of a child to the Internet or any personal storage device. Pictures taken as part of your



# BRAMS UNITED GIRLS SOCCER CLUB

8950 McLaughlin Road South, Building D  
Brampton, ON L6Y 5T1  
905-452-8169

job duties are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

5. Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit or personal.
6. Showing a child material that is sexual in nature, including, signs, cartoons, graphic novels, calendars, literature, photographs, screen savers, or displaying such material in plain view of a child, or making such material available to a child
7. Intimidating or threatening a child
8. Making fun of a child

## **Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities or programs delivered by the sport organization.**

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the organization having regard to all of the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

## **REPORTING**

Staff, Volunteers, & Members must be able to recognize signs of maltreatment and know what to do when you feel that maltreatment has taken place. It is important to remember that even though a child could be displaying some or all of the signs of maltreatment, this doesn't necessarily mean that maltreatment is occurring.

As a member, if you see signs in a child that are worrying, it is not your responsibility to decide if maltreatment is occurring, but it is your responsibility to act on your concerns and do something about it. Under Canadian child welfare laws, if you know or suspect child maltreatment, you have a legal obligation to report it. This is known as the "duty to report". Every person in Canada has the duty to report known or suspected child maltreatment by law.

## **REPORTING REQUIREMENTS**

All staff and volunteers must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

### **Where to report:**

1. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that a staff/volunteer witnesses first-hand, must be promptly reported to police and/or child welfare.
2. To ensure the protection of all children in our care, all allegations, or suspicions of **potentially illegal behaviour** that a staff/volunteer learns of must also be promptly reported to police and/or child welfare. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.
3. All allegations or suspicions of **inappropriate behaviour** (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to the [General Manager](#), who serves as the Club's designated person for reporting.



# BRAMS UNITED GIRLS SOCCER CLUB

8950 McLaughlin Road South, Building D  
Brampton, ON L6Y 5T1  
905-452-8169

Keep in mind that you may learn of potentially illegal or inappropriate behaviour through the child or some other third party, or you may witness it first-hand. Examples of the type behaviour you may learn of or witness and that you must report as set out above includes:

- a) Potentially Illegal behaviour by a Staff/Volunteer of the organization
- b) Potential Illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach

**If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the Club's General Manager who will support you through the process.**

**Remember: You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.**

## **FOLLOW UP ON REPORTING**

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. The sport organization will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, the sport organization will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.

In the case of inappropriate behaviour, if:

- multiple behaviours were reported
- inappropriate behaviour is recurring, or
- the reported behaviour is of serious concern

the organization may refer the matter to a child welfare agency or the police.