



## **Code of Conduct to Protect Children**

Whether or not a particular behavior or action constitutes inappropriate behavior will be determined by the organization, considering all circumstances, including past behavior and any allegations or suspicions related to such behavior.

## **Reporting Requirements**

If you are unsure whether the issue you have witnessed or heard about involves potentially illegal behavior or inappropriate behavior, discuss the issue with the Executive Director, who will support you through the process.

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

All employees and volunteers must report suspected child sexual abuse, inappropriate behavior, or incidents they become aware of, whether or not they personally witnessed the behavior or incident.

## **Follow-up on Reporting**

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

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

In cases of inappropriate behavior, if:

- Multiple behaviors have been reported;
- Inappropriate behavior is recurring; or
- The reported behavior is of serious concern,

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

## **Discipline**

If an employee or volunteer fails to abide by this policy and its associated guidelines, they will be disciplined in accordance with the Club's Discipline Policy.



## **Guidelines**

### **Travel**

- A 'Person in Authority' may not be alone in a car with an athlete unless the 'Person in Authority' is the athlete's parent or guardian.
- A 'Person in Authority' may not share a room or be alone in a hotel room with an athlete unless the 'Person in Authority' is the athlete's parent or guardian.
- Room or bed checks during overnight stays must be conducted by two 'Persons in Authority.'

### **Locker Room / Changing Area / Meeting Room**

- Interactions between a 'Person in Authority' and an individual athlete should not occur in any room where there is a reasonable expectation of privacy, such as a locker room, meeting room, washroom, or changing area. A second 'Person in Authority' should be present for all necessary interactions in these areas.
- If 'Persons in Authority' are not present in the locker room or changing area, or if they are not permitted to be present, they should remain available outside the locker room or changing area and be able to enter if required.

### **Training / Competition Environment**

- A 'Person in Authority' should never be alone with an athlete before or after a game or practice unless they are the athlete's parent or guardian. If an athlete is the first to arrive, their parent or guardian should remain until another athlete or 'Person in Authority' arrives.
- Similarly, if an athlete would be alone with a 'Person in Authority' after a game or practice, the 'Person in Authority' should ask another 'Person in Authority' (or a parent/guardian of another athlete) to stay until all athletes have been picked up. If no adult is available, another athlete should be present to avoid the 'Person in Authority' being alone with a single athlete.
- 'Persons in Authority' giving instructions, demonstrating skills, or facilitating drills or lessons for an individual athlete should always do so within earshot and eyesight of another 'Person in Authority.'

### **Gender Identity**

- For teams consisting of athletes of a single gender identity, a 'Person in Authority' of the same gender identity should be available to participate or attend every interaction.
- For teams consisting of athletes of more than one gender identity (e.g., co-ed teams), a 'Person in Authority' of each gender identity should be available to participate or attend every interaction.