



TillsonburgFC

Code of Conduct to Protect Children

Policy # 09
Approval Date: 2023-11-06
Application: TillsonburgFC Directors, Coaches, Officials, Volunteers, Players

Purpose

The purpose of the TillsonburgFC Code of Conduct to Protect Children is to guide Club volunteers, players and officials in their interactions with children. The safety, rights and well-being of children we serve are at the core of our programs. This Code is based on the template provided by the Commit to Kids™ child sexual abuse program.

All TillsonburgFC Board of Directors, Coaches and Officials will be required to sign a copy of this Code of Conduct to Protect Children.

1. A Child Protection Code of Conduct is Important

- 1.1. TillsonburgFC 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 operations.
- 1.2. The intent of the Code of Conduct is to guide our volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

2. Treating Children with Dignity and Maintaining Boundaries

- 2.1. All TillsonburgFC volunteers must:
 - 2.1.1. Treat all children with respect and dignity
 - 2.1.2. Establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by the organization
- 2.2. All TillsonburgFC volunteers must monitor their behaviour towards children, and pay close attention to the behaviour of peers to ensure that behaviour is appropriate and respectful, and will be perceived as such by others.
- 2.3. All interactions and activities with children:
 - 2.3.1. should be known to, and approved by the Board, where applicable, and the parents of the child
 - 2.3.2. - tied to your duties , and
 - 2.3.3. - designed to develop the child's skills in the sport program
- 2.4. TillsonburgFC volunteers will always consider the child's reaction to any activities, conversations, behaviour or other interactions. If at any time there is doubt about the appropriateness of one's behaviour or the behaviour of others, it should discuss it with President of TillsonburgFC.
- 2.5. Examples of unacceptable behaviour toward a child:

Embarrassing
Humiliating

Shaming
Putting them down

Blaming



3. General Rules of Behaviour

- 3.1. TillsonburgFC volunteers of the organization must not:
- 3.1.1. 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.
 - 3.1.2. 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.
 - 3.1.3. 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
 - 3.1.4. Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour - it is a volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

4. What Constitutes Inappropriate Behaviour

- 4.1. Inappropriate behaviour includes:
- 4.1.1. **Inappropriate Communication.** Communication with a child or his/her family outside of the context of duties for TillsonburgFC, regardless of who initiated the exchange. For example:
 - 4.1.1.1. Personal phone calls not tied to duties with the child
 - 4.1.1.2. Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child
 - 4.1.1.3. Personal letters not tied to duties with the child
 - 4.1.1.4. Excessive communications (online or offline)
 - 4.1.2. **Inappropriate Contact.** Spending unauthorized time with a child outside of designated duties with TillsonburgFC.
 - 4.1.3. **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.)
 - 4.1.4. **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 duties are acceptable, however, the pictures are to remain with TillsonburgFC and not be used by you in a personal capacity.

Inappropriate behaviour also includes:

- 4.1.5. Telling sexual jokes to a child, or making comments to a child that are or is in any way suggestive, explicit or personal.
- 4.1.6. 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
- 4.1.7. Intimidating or threatening a child
- 4.1.8. 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.



5. Reporting Requirements

- 5.1. 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.
- 5.2. Where to report:
 - 5.2.1. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that a volunteer witnesses first-hand, must be promptly reported to police and/or child welfare.
 - 5.2.2. To ensure the protection of all children in our care, all allegations or suspicions of **potentially illegal behaviour** that a 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.
 - 5.2.3. All allegations or suspicions of **inappropriate behaviour** (see above examples), that a volunteer learns of or witnesses first-hand, must be reported to the President of TillsonburgFC

TillsonburgFC volunteers must keep in mind that they may learn of potentially illegal or inappropriate behaviour through the child or some other third party, or 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 TillsonburgFC volunteers are not sure whether the issue witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, they are to discuss the issue with the President of TillsonburgFC who will provide support through the process. Remember: all TillsonburgFC volunteers have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.

6. Follow up on Reporting

- 6.1. When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. TillsonburgFC will follow up internally as appropriate.
- 6.2. When an allegation or suspicion of inappropriate behaviour is made, TillsonburgFC will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.
- 6.3. In the case of inappropriate behaviour, if:
 - multiple behaviours were reported
 - inappropriate behaviour is recurring, or
 - the reported behaviour is of serious concern

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

I agree to comply with the Code of Conduct to Protect Children for [Insert the name of your organization here]

TillsonburgFC Volunteer Signature

Date