



## **H.E.A.D.S.**

Hillsburgh Erin and District Soccer Club

PO Box 865, Erin ON N0B 1T0

Tel: (519) 288-7000

Email: [headsadmin@headsoccerclub.ca](mailto:headsadmin@headsoccerclub.ca)

Website: [www.headsoccerclub.ca](http://www.headsoccerclub.ca)

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Guidelines developed from Coaching Association of Canada: Responsible Coaching Movement, Canadian Centre for Child Protection: Commit to Kids and Canada Soccer: Code of Conduct and Ethics

The purpose of these guidelines is to establish a common understanding of expectations for adults interacting with children in Hillsburgh, Erin and District Soccer Club (HEADS), and a sense of safety for those who need to bring forward any concerns of misconduct towards children. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

Individuals working or volunteering for HEADS are expected to model behaviour that upholds public confidence and enhances healthy relationships with children and families. It is important to monitor your own behaviour towards children, and pay close attention to the behaviour of your peers to ensure that the behaviour is appropriate and respectful, and will be perceived as such by others.

All interactions and activities with children, including electronic communication, should maintain appropriate boundaries and be:

- Transparent
- Accountable
- Tied to coaching/volunteer duties
- In response to meeting the child's needs

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

Examples of Appropriate Behaviour:

- Respectful language, tone and attitude towards others
- Respectful of personal physical and emotional boundaries
- Responding to children to meet the child's needs and not the adult's
- Keeping practices open to observation by parents
- Communication with children (including electronic) is transparent and accountable

Examples of Inappropriate Behaviour:

- Disrespectful language, humiliating or intimidating children
- Favouritism, providing special privileges and attention
- Inappropriate touching of children (e.g., massaging, stroking, caressing, roughhousing, tickling)



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- Electronic communication with children that is personal and not directly tied to coaching duties, regardless of who initiated the exchange
- Communication that is sexual or flirtatious in nature

**Reporting Requirements** All employees 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. You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.

All allegations or suspicion of inappropriate behaviour (see above examples) that a staff/volunteer learns of witnesses first-hand or , must be reported to an Executive member. The Club 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, is recurring or of serious concern, the Club may refer the matter to a child welfare agency or police.

All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff/volunteer learns of or witnesses first-hand , must 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.



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### COMMIT TO KIDS RESOURCES

The Canadian Centre, part of the Coaching Association of Canada's (CAC) Responsible Coaching Movement, through their Commit to Kids program, has created tailored resources to help keep kids safe in sport. Material includes information on the Coach-Athlete Relationship, Guidelines for Interactions between Adults and Athletes, as well as How to Report Inappropriate Behaviour and Child Sexual Abuse. <https://commit2kids.ca/en/safe-in-sport/>