



# STRATFORD YOUTH SOCCER

## DISCRIMINATION POLICY

Stratford Youth Soccer does not, and will not, tolerate discrimination of any nature against any persons for any reason.

We believe that all players and coaches should find their soccer experience accepting, enjoyable and instructive.

We ensure that any allegations are thoroughly investigated by the board of directors and appropriate action will be taken as required

## SCREENING POLICY

Stratford Youth Soccer follows the Ontario Soccer screening guidelines for coaches and others.

1. Stratford Youth Soccer understands that screening personnel and volunteers is a vital part of providing a safe sporting environment. **Stratford Youth Soccer is responsible, by law,** to do everything reasonable to provide a safe and secure environment for participants in its programs, activities, and events. The purpose of screening is to identify individuals involved with Organization activities who may pose a risk to the Organization and its participants.

### **Application of this Policy**

2. This Policy applies to all individuals whose position with the Organization is one of trust or authority which may relate to, at a minimum, finances, supervision of young people, or people with a disability.
  1. Not all individuals associated with the Organization will be required to undergo screening through a PRC-VS and a Screening Disclosure Form because not all positions

pose a risk of harm to the Organization or to its participants. The Organization will determine which individuals will be subject to screening.

2. *Our current by-law states that:*

All Members of the Board of Directors and Staff and others serving a role which is deemed to be in a position of Trust (those with financial responsibility) must complete a Police Records Check-Vulnerable Sector. This police check must be renewed every five (5) years. Other Directors not in high risk positions must provide an ordinary Police Records Check to be renewed every five (5) years. All Coaches, Assistant Coaches, Managers and First Aid Representatives, deemed to be in positions of trust must provide a Police Records Check-Vulnerable Sector. This police check must be renewed every three (3) years. In intervening years all volunteers and staff requiring police checks will sign an Annual Declaration form.

3. The Club will be responsible for reimbursing volunteers for required Police checks.

### **Inappropriate Conduct Policy**

Inappropriate conduct between coaches and players will not be tolerated.

If such behavior is reported or suspected, a thorough investigation by the Board of Directors will be undertaken.

Should the investigation appear to be valid the individual will be removed from their position and the local police will be contacted for further investigation.

### **Bullying Policy**

Stratford Youth soccer will not tolerate bullying of players, by coaches or by other players.

The Board of Directors will investigate any such charges thoroughly and take appropriate action.

## **Rule of Two Policy**

Coaches/Trainers are required to follow the Rule of Two:

Two coaches/trainers should always be present when one-on-one behind doors meeting is required. This may be watching tape related to the specific child; a discipline issue or a first-aid situation. It is preferable that a team-mate is also present.

Driving a child home alone is not permitted. In an emergency situation the child may be allowed to accompany a single adult providing the child is in the back seat of the car and on a mobile phone, to a parent or guardian, for the duration of the ride.