



**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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HEADS is committed to fostering a physically and emotionally safe place for our athletes to engage in sport. The Rule of Two serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed door meetings, travel, and training environments.

This policy acts together with our team personnel training requirements, our Code of Conduct to Protect Children, our Equality and Inclusion Policy, and our Harassment Policy to provide a variety of mechanisms to provide a safe place for athletes to play.

The Rule of Two states that there will always be two screened team personnel with a minor athlete when in a potentially vulnerable situation. One-on-one interactions between an adult and an athlete, without another adult present must be avoided in all circumstances, except medical emergencies. One of the staff must also be of the same gender as the athlete. HEADS recognizes that it is not always possible to have two certified coaches in all situations. Should there be a circumstance where a second screened team personnel is not available, a screened volunteer, parent, or adult can be recruited.

A 'Person in Authority' is defined as an NCCP-trained or certified coach, a screened volunteer, or other adult.

### **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 done by two Persons in Authority

### **Change Room / 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 the locker room, washroom, or changing area. A second Person in Authority should be present for all necessary interactions in any such room
- 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 still be available outside the locker room or changing area and be able to enter the room or area if required



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### **Training / Competition Environment (including before, during, and after practices and games)**

- A Person in Authority should never be alone with an athlete in a training/competition environment unless the Person in Authority is the athlete's parent or guardian. If the athlete is the first to arrive, the athlete's parent should remain until another athlete or Person in Authority arrives. Similarly, after a practice or game, the Person in Authority should ensure another Person in Authority (or a parent or guardian of another athlete) remains until all the athletes have been picked up. If an adult is not available, then another athlete should be present in order to avoid the Person in Authority being alone with a single athlete
- Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual athlete should always be doing so within earshot and eyesight of another Person in Authority

### **Gender Identity**

- A Person in Authority who is interacting with athletes should be of the same gender identity as the athletes.
- For teams consisting of athletes of just one 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

### **Virtual Setting**

- One-on-one texting, emailing or online contact between coach and athlete is discouraged – any online contact should be limited to group text/email that includes at least 2 adults (2 coaches or 1 coach and 1 adult (parent, guardian, volunteer, club administrator), and limited to coaching (non-social) matters, and parents of minor athletes should be provided the opportunity to receive these texts/emails
- HEADS Volunteers are encouraged to utilize @[headsoccerclub.ca](mailto:headsoccerclub.ca) email addresses to provide additional security as these emails are visible to Club Executive
- Social media contact by coach to athlete is highly discouraged (including the sharing of memes, nontraining video, etc.).

Failure to comply with this policy can result in suspension, cancellation of training times, forfeiture of games, etc.