



PARIS FC Child Protection Code of Conduct

Policy Type: Administrative
Approver: Paris FC Executive

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Paris FC has developed the following Child Protection Code of Conduct to guide our employees/volunteers in their interactions with children. The safety, rights, and well-being of children we serve are at the core of Paris FC's daily programs. It is the goal of Paris FC to nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

WHY A CODE OF CONDUCT IS IMPORTANT?

Paris FC 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 intent of the Code of Conduct is to guide the Club's staff and volunteers in developing healthy relationships with the children involved in sport programs delivered by Paris FC, and to model appropriate boundaries for children.

TREATING CHILDREN WITH DIGNITY AND MAINTAINING BOUNDARIES

All staff/volunteers must:

- Treat all children with respect and dignity; and
- Establish, respect, and maintain appropriate boundaries with all children, families and friends involved in activities or programs delivered by the organization.

It is important to monitor your own individual behaviour towards children and pay close attention to the behaviour of your peers/other coaches/other individuals associated with the Club to ensure that behaviour is appropriate and respectful and will be perceived as such by others.

All interactions and activities with children should be:

- Known to Paris FC and the parents of the child; and
- Related to your duties, and designed to develop the child's skills within Paris FC programming.

Always consider the child's reaction to any activities, conversations, behaviour, or other interactions. If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should bring the topic/issue/interaction to the attention of the Paris FC Executive in email format.

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Contact email: info@parisfc.ca
Club website: <https://www.parisfc.ca/>



Examples of unacceptable behaviour toward a child include but are not limited to:

- Embarrassing them;
- Shaming them;
- Blaming them;
- Humiliating them; and
- Putting them down.

GENERAL RULES OF BEHAVIOUR

Staff/volunteers at Paris FC must not:

- 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;
- 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;
- 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; and
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is a staff/ volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

WHAT CONSTITUTES INAPPROPRIATE BEHAVIOUR?

1. Inappropriate Communication.

Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. For example:

- Personal phone calls, not tied to duties with the child;
- Electronic communications, (email, text message, instant message, online chats, social networking including “friending”, etc.) not tied to duties with the child;
- Team group chats are permitted, however there must be a minimum of 2 Adults involved with the chat group. For example, Head Coach and Team Manager/parent;
- Personal letters, not tied to duties with the child;
- Excessive communications (online or offline).

2. Inappropriate Contact

- Spending unauthorized time with a child outside of designated Paris FC duties.



3. Favoritism

- 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. 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 job duties are acceptable (i.e., game action, team photos etc.), however, the pictures are to remain with the organization and not be used by you in a personal capacity.

5. Inappropriate behaviour also includes:

- Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit or personal;
- 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;
- Intimidating or threatening a child; and
- 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 Paris FC.

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by Paris FC having regard to all the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

REPORTING REQUIREMENTS

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.

Where to report:

1. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that a staff/volunteer witnesses first-hand must be promptly reported to police and/or child welfare.

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2. To ensure the protection of all children in our care, all allegations, or suspicions of **potentially illegal behaviour** that a staff/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.
3. All allegations or suspicions of inappropriate behaviour (see above examples), that a staff/volunteer learns of, or witnesses first-hand must be reported to the Paris FC Executive by email. Keep in mind that you may learn of potentially illegal or inappropriate behaviour through the child or some other third party, or you may witness it first-hand.

Examples of the type of 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; and
- b) Potential Illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach, etc.

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the any member of the Paris FC Executive who will support you through the process.

Paris FC Executive

President – Rob Ostrowercha ertw27@hotmail.com

Vice-President – John Butler johnbutler2272@gmail.com

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

FOLLOW UP ON REPORTING

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. Paris FC will follow up internally as appropriate including gathering information about what happened and determining what, if any, formal or other disciplinary action is required.

In the case of inappropriate behaviour, if: a) Multiple behaviours were reported, b) Inappropriate behaviour is reoccurring; or c) Reported behaviour is of serious concern, Paris FC may refer the matter to a child welfare agency/police.

Revision History

Rev. #	Date	Revisor	Comments
0			New document

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