

#WeAreOne



Children's Safety Policy

The Barrie Soccer Club (BSC) has developed the following policy that applies to all employees/volunteers in their interactions with children (individuals below the age of 18). The safety, rights and well-being of children we serve are at the core of our daily operations. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries. Guidance on ensuring children's safety is an important part of creating safe environments for children.

The intent of this policy is to mandate our employees/volunteers in developing healthy relationships with the children involved in activities or programs delivered by the BSC and to model appropriate boundaries for children.

Rule of Two

The Rule of Two states that there should be at least two adults and two children present at all times. It means that the coach is never alone or out of sight with a child. All one-on-one interactions between a coach and an athlete must take place within earshot and in view of the second coach except for medical emergencies.

One of the coaches must also be of the same gender as the athlete.

Should there be a circumstance where a second screened and NCCP trained or certified coach is not available, a screened volunteer, parent, or adult can be recruited.

For more information on the Rule of Two please visit:

<https://www.coachesontario.ca/articles/rule-of-two/>

Treating Children with Dignity & Maintaining Boundaries

All employees/volunteers must:

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

It is important to monitor your own behaviour towards children, and pay close attention to the behaviour of your peers to ensure that behaviour is appropriate and respectful, and will be perceived as such by others.

All of your interactions and activities with children:

- Should be known to, and approved by, your supervisor/designated person and/or the parents of the child
- Tied to your duties, and
- Designed to meet the child's needs not your own needs.

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 discuss it with the designated person within your organization.

#WeAreOne



Examples of unacceptable behaviour toward a child:

- criticizing
- embarrassing
- shaming
- blaming
- humiliating

General Rules of Behaviour

Employees/volunteers of the organization 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 employment/volunteer duties, 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 this guidance document, regardless of whether or not they are serving the organization at that moment.
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is an employee/volunteer's duty to report the matter to his/her supervisor/designated person, Board of Directors or Child Welfare Agency, not to investigate.

What Constitutes Inappropriate Behaviour

Inappropriate behaviour includes:

- **Inappropriate Communication:** Communication with a child or his/her family outside of a work/volunteer context, regardless of who initiated the exchange. For example:
 - Personal phone calls
 - Electronic communications (email, text message, instant message, online chats, social networking (including "friending"), etc.)
 - Personal letters
 - Excessive communications (online or offline)
- **Inappropriate Contact:** Spending unauthorized time with a child or the child's family outside of designated work times and volunteer activities. You must report all contact with a child or the child's family outside of designated work times and activities **BEFORE** the contact occurs to the designated person within your organization.
- **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.
- **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.

#WeAreOne



Pictures taken as part of your job duties (when known to your supervisor) are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

- 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.
- 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 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.

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.

Where to report:

- All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that an employee/volunteer 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.
- All allegations or suspicions of inappropriate behaviour (see above examples), that an employee/volunteer learns of or witnesses first-hand, must be reported to the Board of Directors at bscadmin@barriesoccer.com

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. 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 a member of the Board of Directors. 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. The organization will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, the organization will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.