



Code of Conduct to Protect Children in Sports

PURPOSE

Didsbury Minor Soccer Association (DMSA) has developed this policy to guide our volunteers in their interactions with children.

OBJECTIVES

The safety, rights and well-being of children we serve are at the core of our programs. DMSA is committed to creating a safe environment for children. The intent of this Code of Conduct is to guide our volunteers in developing healthy relationships with the children involved in DMSA sport programs and to model appropriate boundaries for children.

CODE OF CONDUCT POLICY

Treating Children With Dignity and Maintaining Boundaries

1. All volunteers must:
 - a. Treat all children with respect and dignity, and establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by DMSA.
 - b. 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.
2. All interactions and activities between volunteers and children must be:
 - a. known to, and approved by the DMSA Board, where applicable, and the parents of the child connected with your duties in the role that you serve, and
 - b. designed to develop the child's skills in the sport program.
3. Volunteers must 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 DMSA representative.
4. Examples of unacceptable behaviour toward a child include, but are not limited to, behaviour that:
 - a. Embarrasses the child.
 - b. Shames the child.
 - c. Blames the child.
 - d. Humiliates the child.
 - e. Puts the child or other person down.

General Rules of Behaviour

5. Volunteers of DMSA shall not:
 - a. 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.
 - b. 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.

- c. Engage in any behaviour that goes against (or appears to go against) DMSA's mandate or policies regardless of whether or not they are serving DMSA at that moment
- d. Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour. It is a volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement.

What Constitutes Inappropriate Behavior

6. Inappropriate behaviour includes:
 - a. Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. Examples may include:
 - i. Personal phone calls not tied to duties with the child.
 - ii. Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child.
 - iii. Personal letters not tied to duties with the child.
 - iv. Excessive communications (online or offline).
 - b. Spending unauthorized time with a child outside of designated duties with DMSA.
 - c. Singling out a child or certain children and providing special privileges and attention such as paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate.
 - d. 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, however, the pictures are to remain with the organization and not be used by you in any personal capacity.
 - e. Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit, or personal.
 - f. 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.
 - g. Intimidating or threatening a child.
 - h. Making fun of a child.
7. Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities or programs delivered by DMSA.
8. Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by DMSA having regard to all of the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

Reporting Requirements

9. All 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.
10. All allegations or suspicions of potentially illegal behaviour (e.g., child sexual abuse) that a volunteer witnesses first-hand, must be promptly reported to police and/or child welfare.
11. All allegations or suspicions of potentially illegal behaviour that a volunteer learns of indirectly 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.
12. All allegations or suspicions of inappropriate behaviour that a volunteer witnesses first-hand or learns of indirectly, must be reported to the designate for DMSA.

- 13. Whether witnessed directly or learned from the child or other third party, volunteers are required to report potentially illegal or inappropriate behaviour of any individual that may be involved in the child's life such as other DMSA volunteers, parent, guardian, teacher, babysitter, coach or other person.
- 14. 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 designated person within DMSA who will support you through the process.

Reporting Follow-up

- 15. When an allegation or suspicion of inappropriate behaviour is made, DMSA will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.
- 16. When a case of inappropriate behaviour is reported, DMSA may report the matter to police and/or a child welfare agency if:
 - a. multiple behaviours were reported,
 - b. inappropriate behaviour is recurring, or
 - c. the reported behaviour is of serious concern.
- 17. When an allegation or suspicion of potentially illegal behaviour is reported to police and/or a child welfare agency, DMSA will follow up internally as appropriate.

As a volunteer with the Didsbury Minor Soccer Association:

- I acknowledge and understand that I have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare, and
- I agree to comply with this Code of Conduct to Protect Children through the Didsbury Minor Soccer Association.

Volunteer name: _____

Volunteer signature: _____ Date: _____