



Child Sexual Abuse Training for Employees/Volunteers Policy

POLICY STATEMENT:

All employees/volunteers shall receive training on child sexual abuse upon starting work with East Hants Soccer Club and annually thereafter.

PURPOSE

Understanding child sexual abuse is the first step towards prevention, as well as towards the creation of safer environments for children. It is important that all employees and volunteers learn about child sexual abuse and the difference between acceptable and unacceptable behaviour.

WHY IS THIS POLICY IMPORTANT?

Training for employees/volunteers includes:

- Understanding child sexual abuse
- The importance of boundaries to foster healthy relationships between adults and children
- The grooming process and inappropriate behaviours
- Unlawful behaviour
- What constitutes a child in need of protection or intervention
- Managing risk
- Reviewing the organization's child protection policies, including:
 - Code of Conduct to Protect Children
 - Reporting and documentation regarding potential unlawful behaviour and inappropriate behaviour

PROCEDURE

New employees/volunteers:

- Training occurs as soon as the employee/volunteer begins working and before s/he is entrusted with the protection and care of children.
- Training occurs within the employee/volunteer's probationary period.
- Training is conducted by the Club Technical Director or other designated trainer

Training may involve in-person group or individual training and may include the provision of education materials to be reviewed on your own, with a subsequent opportunity to discuss the material in an individual or group setting.

Existing employees/volunteers:



- Training occurs when East Hants Soccer Club introduces new information about child protection or any new policies and procedures.
- Annual training sessions occur to refresh training already provided and provide a forum for issues and new ideas to be raised and discussed.
- Additional training occurs as and when deemed advisable, such as when job duties change or when the employee/volunteer has exhibited behaviour of concern.