

**Edson Minor Soccer Association**

**Code of Conduct to Protect Children**

The Edson Minor Soccer Association is committed to providing a safe, accessible, inclusive and welcoming environment for all athletes, parents, referees, and volunteers.

To ensure this vision is achieved, the Edson Minor Soccer Association 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 our daily programs. The intent of the Code of Conduct is to guide our staff and volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

To ensure all children who participate in Edson Minor Soccer are safe and protected, it is the expectation that all staff/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.
* Ensure all of your interactions and activities with children are known to, and approved by the board, where applicable, and the parents of the child.
* Ensure all of your interactions and activities are tied to your duties, and designed to develop the child’s skills in the sport program.
* Always consider the child’s reaction to any activities, conversations, behaviour or other interactions.
* Abide by Canada Soccer’s Rule of Two which states that “there will always be two screened and NCCP-trained or certified coaches with an athlete in situations where the athlete is potentially vulnerable. One–on– one interactions between a coach and an athlete, without another individual present, must be avoided in all circumstances except in medical emergencies. (Canada Soccer)
* Report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not. In the Province of Alberta, the *Child, Youth and Family Enhancement Act* is legislation that requires individuals who have concerns that a child is at risk of abuse to report these concerns to law enforcement.

Prohibited Behaviours for staff and volunteers of Edson Minor Soccer include but are not limited to:

* Engaging 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.
* Engaging 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. 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
  + Personal letters not tied to duties with the child • Excessive communications (online or offline)
  + 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
* Engaging in any behaviour that goes against (or appears to go against) Edson Minor Soccer’s mandate, policies, or Code of Conduct to Protect Children, regardless of whether or not they are serving the organization at that moment
* Spending unauthorized time with a child outside of designated duties with the 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. 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 a personal capacity.
* Intimidating or threatening a child
* Embarrassing or making fun of a child
* Conducting 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 division director or Edson Minor Soccer Association Executive Board or law enforcement, not to investigate.

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. 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 director of your applicable soccer division or a member of the Edson Minor Soccer Association Executive Board.

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the Edson Minor Soccer Association Executive Board. When an allegation or suspicion of inappropriate behaviour is made, the Edson Minor Soccer Association Executive Board will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required. In the case of suspected child abuse, the Edson Minor Soccer Association Executive Board will report the matter to local RCMP and will comply with the police investigation as required.

I have read and agree to comply with the Edson Minor Soccer Association Code of Conduct to Protect Children.

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Signature of Volunteer/Employee Date