



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Child Protection Code of Conduct

Gander Revolution Football Club (GRFC) employees/volunteers follow this Child Protection Code of Conduct to guide our interactions with children. The safety, rights and well-being of children we serve are at the core of GRFC's daily programs. GRFC's employees/volunteers must work to create supportive relationships with children while balancing and encouraging appropriate boundaries.

WHY A CODE OF CONDUCT IS IMPORTANT?

The GRFC Code Of Conduct is a commitment to ensuring all children are protected and safe. A Code of Conduct is an important part of creating safe environments for children. The safety, rights and wellbeing of children participating in our programs is a priority in the daily operations of the GRFC. 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, 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
- 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 behavior towards children, and pay close attention to the behavior of your peers to ensure that behavior is appropriate and respectful, and will be perceived as such by others.

All Staff/volunteers interactions and activities with children should be:

- known to GRFC and the parents of the child
- tied to the role and responsibilities of your position, and
- designed to develop the child's skills within MPSA programming

GRFC Staff/volunteers must self manage their own behaviour, and evaluate the behaviour of others. If GRFC Staff/volunteers are, at any time, in doubt about the appropriateness of personal behavior or the behavior of others, it should be discussed with the Executive Staff at GRFC.



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GENERAL RULES OF BEHAVIOUR

Staff/volunteers of GRFC 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 the duties they have 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 behavior that goes against (or appears to go against) the organization's mandate, policies, or Child Protection Code of Conduct, regardless of whether or not they are serving the organization at that moment or not.
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behavior. 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?

Inappropriate behavior includes:

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.
- Personal letters not tied to duties with the child.
- Excessive communications (online or offline)

Other inappropriate Communication includes:

- Intimidating or threatening a child.
- Making fun of a child, including communication that embarrasses, shames, blames, humiliates and puts them down
- 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.



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2. Inappropriate Contact

Spending unauthorized time with a child outside of designated GRFC 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, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

REPORTING REQUIREMENTS

GRFC staff and volunteers must report suspected child sexual abuse and inappropriate behavior or incidents that they become aware of, whether the behavior or incidents were personally witnessed or not. GRFC staff and volunteers must report:

1. All allegations or suspicions of potentially illegal behavior (for example, child sexual abuse that a staff/volunteer witnesses first-hand to police and/or child welfare.
2. All allegations or suspicions of potentially illegal behavior that a staff/volunteer learns of 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 behavior (see above examples) that a staff/volunteer learns of, or witnesses first-hand, must ALSO be reported to the Executive STAFF of the Gander Revolution Football Club by phone or email

GRFC staff and volunteers may learn of potentially illegal or inappropriate behavior through the child or through a third party, or you may witness it first-hand. Examples of the type behavior you may learn of or witness and that you must report as set out above includes:

- Potentially Illegal behavior by a Staff/Volunteer of the organization
- Potential Illegal behavior by a third party, such as a Parent, Teacher, Babysitter, Coach, etc.



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If you are not sure whether the issue you have witnessed, or heard about, involves potentially illegal behavior or inappropriate behavior, discuss the issue with the Executive Staff who will support you through the process. Remember: You have an independent duty to report all suspicions of potentially illegal behavior directly to police and/or child welfare.

At GRFC, inappropriate behavior relating to the well-being of the children involved in activities or programs delivered by the GRFC will not be tolerated. Whether or not a behavior or action constitutes inappropriate behavior will be a matter determined by GRFC having regard to all of the circumstances, including past behavior, and allegations or suspicions related to such behavior.

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 sport organization will follow up internally as appropriate. When an allegation or suspicion of inappropriate behaviour is made, the sport 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. In the case of inappropriate behaviour, if:

- multiple behaviours were reported
- inappropriate behaviour is recurring, or
- the reported behaviour is of serious concern;

the organization may refer the matter to a child welfare agency or police.

As a Staff/Volunteer of GRFC, I _____ agree to abide by this Code of Conduct to Protect Children for Gander Revolution Football Club.

Staff/volunteer's signature _____ Date _____