



Hollandia Soccer Club

Policy Statement | Updated September 2019 |

Athlete Protection Policy

Sport presents individuals with amazing experiences fundamental to boosting growth and development. Positive experiences are tied to wholesome relationships between athletes and adults when conducted in safe environments where there is a high degree of accountability for adult behaviour and actions. Our organization is committed to ensuring all children are protected and safe. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

Purpose

The reason for this policy is to guide our club representatives/volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization, to model appropriate boundaries for children, to establish expectations and understanding around adults interacting with children/adolescents in sport, and to create a safe space for those who need to bring to light any concerns of misconduct toward children.

Adults in our organization take on a position of trust and authority with our athletes. This trust is built on boundaries of professionalism inherent in the adult/athlete relationships. Once trust is broken so are the foundations of this professional relationship. Both power and trust can be used to violate the adult-athlete relationship. The responsibility of maintaining a professional relationship and appropriate boundaries always lies with the adult. Additionally, all adults in a role of trust and authority have a responsibility to report either inappropriate or potentially illegal actions, whether committed by a member of our organization or a third party, to ensure child safety is maintained.

Maintaining Appropriate Boundaries: Standards of Measure

All interactions and activities with children:

- should be known to, and approved by the board, where applicable, and the parents of the child
- tied to the specific duties being performed, and
- designed to develop the child's skills in the sport program.

Our athletes should be treated with respect and dignity. All interactions should be transparent, accountable, related to coaching/volunteer duties, and be designed to meet the child's 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 community and player liaison – liaison@hollandiasoccer.com. 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.

Examples of Behaviour: Appropriate and Inappropriate

Individuals working or volunteering in sport are expected to model behaviour that upholds public confidence and enhances healthy relationships with children and families. The examples below are not meant to be exhaustive, but illustrative.

Examples of appropriate behaviour in adult-athlete relationships:

- Use of respectful language, tone and attitude towards others
- Respect for personal, emotional and physical boundaries
- Respond to children and their needs and not those of the adult
- Interacting with children in a manner that would be seen by a reasonable observer as maintaining reasonable boundaries
- Keeping practices and games open to observation by parents
- Communication with children/adolescent (including electronic) is transparent and accountable

Examples of Inappropriate behaviour in adult-athlete relationships:

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:
 - a) Personal phone calls, letters, or electronic communications (email, text message, instant message, online chats, social networking including “friending”, etc.) not tied to duties with the child
 - b) Excessive communications (online or offline)
 - c) Divulging or sharing overly personal information with a child and/or asking children to keep secrets
 - d) Humiliating, blaming, shaming, or intimidating the child
 - e) Use of inappropriate and/or disrespectful language
2. Inappropriate Contact.
 - a. Spending unauthorized time with a child outside of designated duties with the organization.
 - b. Improper touching (e.g. massaging, caressing, roughhousing, tickling)
3. 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.)
4. Taking Personal Photos/Videos. Using a personal cell phone, or camera to video or take pictures of a child undertaking activities other than authorized club activities. Athletes and parents have provided consent at the time of registration for use of their child’s pictures to highlight the activities of the club. However, excessive posting, or posting of inappropriate pictures on personal accounts is not allowed. There will be no photos taken in change rooms at any time by adults. Use of any pictures taken should follow the social media guidelines of the organization.
5. Telling sexual jokes to a child, or making comments to a child that are or is in any way suggestive, explicit or personal.
6. 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

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 sport organization.

Responsibilities

Club representatives/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 duties with the child, that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Violate this policy, or the Rule of Two policy, including while travelling with children.
- Engage in any behaviour that goes against (or appears to go against) the organization's mandate, policies, or Code of Conduct to Protect Children, 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 a club representative/volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

Procedures

1. All members with access to children will have a CPIC with vulnerable sector check completed and submitted to the club every 24 months, and all will have completed the Respect in Sport Training. Making Ethical decisions is required for all coaches, and recommended for managers.
2. Hollandia's Rule of Two policy will be followed in all cases.
3. The content of this policy will be provided in a Code of Conduct to Protect Children to be agreed to by all club representatives (board members, coaches, managers) as well as all volunteers at a minimum of once per 12 months. This concurrence will be collected and monitored electronically in our database.
4. All club representatives 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, and whether they involve members of our organization or third parties such as parents, teachers, babysitters, etc. If unsure whether the issue involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the player liaison (liaison@hollandiasoccer.com).

Where to report:

- a. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that a club representative/volunteer **witnesses first-hand**, must be promptly reported to police and/or child welfare, and the player liaison must be notified when a member of our club is involved.
- b. To ensure the protection of all children in our care, all allegations or suspicions of **potentially illegal behaviour** that a club representative/volunteer **learns of** must also be promptly reported to police and/or child welfare and the player liaison must be notified when a member of our club is involved. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.
- c. All allegations or suspicions of **inappropriate behaviour** (see above examples), that a staff/volunteer **learns of or witnesses first-hand**, must be reported to the player liaison – liaison@hollandiasoccer.com

When an allegation or suspicion of potentially illegal behaviour is reported to the player liaison, police and/or a child welfare agency will be notified. Hollandia will follow up internally as

appropriate, including suspension of the club representative/volunteer from their duties until such time as the case is resolved.

5. When an allegation or suspicion of inappropriate behaviour is made, Hollandia 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, Hollandia may refer the matter to child welfare agency or police if: multiple behaviours were reported; inappropriate behaviour is recurring, or the reported behaviour is of serious concern.