



Lakewood Soccer Association, Inc.

ABUSE AND SAFETY POLICY

Effective Date: October 01, 2019

Saskatchewan Child Abuse Protocol

The Saskatchewan Child Abuse Protocol demonstrates a commitment by the Government of Saskatchewan to ensure that all efforts to protect children from abuse and neglect are integrated, effective and sensitive to the needs of children. To achieve this goal, all police, professionals and organizations are being asked to collaborate with the Government of Saskatchewan in an effort to prevent, detect, report, investigate and prosecute cases of child abuse and support children who have been abused.

Sask Sport has been asked by the Ministry of Parks, Culture and Sport to provide this information to the all of the agencies and organizations and the community groups within who work with children and deliver sport activities. Although there will be many people in our sport community who are familiar with, or who already using, programs that build awareness and resources to help keep kids safe, such as RespectED and Respect in Sport, we ask that you pass along this information to reinforce the protocol to ensure that instructors, coaches and leaders in our communities are aware of their "duty to report" suspicions of child abuse.

Lakewood Soccer Association, counsels all it's members to be aware of and distribute this information to all instructors, coaches and leaders to reinforce the Saskatchewan Child Abuse Protocol and the obligations outlined in The Child and Family Services Act (Section 12, Subsection 1 and 4) which states that every person who has reasonable suspicion to believe that a child may be in need of protection shall report the information to a child protection worker, Ministry of Social Services, First Nations Child and Family Services Agency or Police officer.

Reporting Child Sexual Abuse and Misconduct

NOTE: The below information is not meant to be exhaustive or intended to or to use in place of legal counsel but is to be intended as a quick reference for use in a sporting environment. Consult with child welfare, law enforcement and legal counsel if child abuse is alleged or suspected.

There is a legal and ethical responsibility to act, when a person becomes aware that a child may be or has been abused.

Individuals are responsible for reporting concerns, not proving abuse.

A person has a legal duty to report incidences of abuse, sexual or otherwise, even if it has occurred in the past and is no longer occurring. The offender may still have access to other children and those children may be at risk.

Stepwise Action for Reporting Child Sexual Abuse

- a) Child discloses abuse or abuse is discovered with the adult involved in the abuse being a coach or volunteer
- b) Coach/Volunteer who receives disclosure
 - i. Notifies law enforcement and/or child welfare about the incident(s)
 - ii. Consults with child welfare about notifying the parents; and
 - iii. Notifies the supervisor/manager, as well as a representative from LSA. The supervisor/manager in turn notifies the head of the organization.
- c) Head of the organization suspends coach/volunteer suspected of abuse without pay until case is resolved.
 - i. If the individual is a volunteer or unpaid staff, consider if the individual should be dismissed from their position immediately
- d) A child welfare agency and/or police will carry out any investigation. Organization(s) should conduct an internal follow up in consultation with police/child welfare and adjust(s) internal policies if needed. Potential outcome of investigation:
 - i. Substantiated/guilty. Coach/volunteer is dismissed from his/her position
 - ii. Inconclusive/not guilty. Seek legal counsel. Consider if coach/volunteer should be dismissed, with or without severance.
 - iii. Criminal processes can be complex and lengthy. A finding of not guilty may not necessarily mean that the abuse did not occur. Consult with a lawyer.
- e) Document the outcome of the investigation on the incident report form. Document the results of the internal follow-up.

Many of the steps above would also apply when:

- a) A child divulges abuse by someone outside the organization
- b) A peer divulges on behalf of another child
- c) An adult suspects that a child is being/or has been abused
- d) The safety of the child and other children in the organization must always be ensured in the process.

Legal guidance should be sought prior to suspension or dismissal