

PRINCE ALBERT YOUTH SOCCER ASSOCIATION

WITNESSING MISCONDUCT



PAYSA
Prince Albert Youth Soccer Association



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WITNESSING MISCONDUCT

Prince Albert Youth Soccer Association (PAYSA) adheres the SSA's policies regarding witnessing misconduct.

The following are the policies in reference are distributed to team personnel at the start of the season by PAYSA:

2. Reporting Child Sexual Abuse and Misconduct

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

- 2.1 When a person becomes aware that a child may be or has been abused, there is a legal and ethical responsibility to take action.
- 2.2 Individuals are responsible for reporting concerns, not proving abuse.
- 2.3 If a person learns about past child sexual abuse that is no longer occurring, they have a legal duty to report the abuse. The offender may still have access to other children and those children may be at risk.

3. Steps 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
 - ii. Consults with child welfare about notifying the parents;
 - iii. Notifies the supervisor/manager, who 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 carry out investigation. Organization should conduct an internal follow up in consultation with police/child welfare and adjusts 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.

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- 3.1 Many of the steps above would also apply when:
- a) A child discloses abuse by someone outside the organization
 - b) A peer discloses on behalf of another child
 - c) An Adult suspects a child is abused
 - d) The safety of the child and other children in the organization must be ensured at all times in the process.
- 3.2 Legal guidance should be sought prior to suspension or dismissal.