



Queen City United Soccer Club

Code of Conduct to Protect Children

The Queen City United Soccer Club (QCUSC) acknowledges its responsibility to safeguard the welfare of every child and young person who has been entrusted to its care and is therefore committed to working towards a safe environment for all its members.

QCUSC has developed the following Child Protection Code of Conduct to guide our club staff (includes full time and contract), team personnel (coaches, managers and/or bench personnel), and volunteers in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily programs. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

This policy covers a child or young person who is under the age of 18 and engaged in any Club activity.

QCUSC has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that the QCUSC policy applies to everyone in soccer whether in a paid or volunteer capacity. This includes staff, volunteers, game officials, coaches, team officials and medical and fitness staff.

QCUSC is committed to ensuring all children are protected and safe. It is the responsibility of every adult involved in QCUSC to ensure:

- The child's welfare is, and must always be the paramount consideration;
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation;
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;
- Working in partnership with other organizations, children and young people and their parents or caregivers is essential; and
- Every child or young person who plays or participates in soccer should be able to take part in an enjoyable and safe environment and be protected from poor practices and abuse.

All club staff, team personnel and volunteers must:

- Treat all children with respect and dignity; and
- Establish, respect and maintain appropriate boundaries with all children and families involved in activities or programs delivered by QCUSC.

It is important that QCUSC staff, team personnel and volunteers monitor their own behavior towards children and pay close attention to the behavior of their peers to ensure behavior is appropriate and respectful, and will be perceived as such by others.



All interactions and activities with children:

- Should be known to, and approved by the Club, where applicable, and the parents of the child;
- Tied to club activities; and
- Designed to develop the child's skills in a QCUSC soccer program.

Always consider the child's reaction to any activities, conversations, behavior or other interactions. **If at any time you are in doubt about the appropriateness of your own behavior or the behavior of others, you should discuss it with the Stream Lead or Director of Club Operations.**

Everyone in contact with children has a role to play in their protection; however, they can only do so confidently and effectively if they are aware, have the necessary understanding of and the opportunity to develop, practice and implement key skills. QCUSC acknowledges its responsibility to recruit appropriate club staff, team personnel and volunteers and provide them with training and development opportunities.

QCUSC has an established recruitment and screening process that includes the following:

- Detailed job postings and position descriptions;
- Application form;
- Interview;
- Character/employment references;
- Criminal record and vulnerable sector check; and
- Follow up training and monitoring practices.

All club administration (Board of Directors), staff and team personnel must:

- Provide a criminal record check with vulnerable sector check every two (2) years;
- Have completed Respect in Sport Activity Leader training (expires every five (5) years); and
- Have completed Making Ethical Decisions.

If there are concerns regarding the appropriateness of an individual who is already involved, or who has approached QCUSC to become involved with the Club, guidance will be sought from the Board of Directors of QCUSC. It is noted and accepted that QCUSC will consider the relevance and significance of the information obtained via criminal record check and vulnerable sector check and all decisions will be made in the best interest of children and young people.

QCUSC objective is to prevent people with a history of relevant and significant offences from having contact with children or young people and influencing policies or practices with children or young people. This is to prevent direct sexual or physical harm to children or young people and to minimize the risk of "grooming" within soccer.

QCUSC acknowledges and endorses bullying as a category of abuse. Bullying of any kind (physical or emotional) is not acceptable at QCUSC. If bullying does occur, all players or parents and caregivers should



inform the Club and know that incidents will be dealt with promptly. Incidents may be reported to the applicable Government Agencies.

Codes of conduct for coaches, players, parents and caregivers and team staff have been endorsed by QCUSC. To validate these codes of conduct QCUSC has approved sanctions to deal with any misconduct and acknowledges the possibility of potential sanctions which may be implemented by Leagues, Districts or the Saskatchewan Soccer Association.