



SWIFT CURRENT SOCCER ASSOCIATION

CHILD PROTECTION CODE OF CONDUCT – POLICY – APPROVED NOVEMBER 20, 2023

INTRODUCTION

The Swift Current Soccer Association (SCSA) is committed to providing a safe and respectful environment for children who participate in our soccer programs. This policy is designed to protect children from harm by providing a *Code of Conduct* for all Club Representatives in their interactions with children. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

The SCSA is committed to:

- a. Providing a safe and secure environment for children to participate in soccer activities
- b. Preventing all forms of abuse, neglect, bullying, or harm to children
- c. Promoting a culture of respect, inclusion, and accountability within the organization

DEFINITIONS

- a. **Children:** Any individual under the age of 18 years participating in soccer activities
- b. **Club Representative:** Board Members, Staff, Referees, Team Personnel, Volunteers, Members, and individuals acting on behalf of the SCSA in any capacity.

EDUCATION AND DOCUMENTATION

All Club Representatives in Child Safety sensitive positions are required to be *Safe Places Youth Certified*. (<https://www.safeplaces.ca/certification/>)

To obtain Certification, individuals must:

- a. Provide a Criminal Record Check & Vulnerable Sector Check
- b. Complete the Respect Group/Safe Sport online training
- c. Provide a current headshot
- d. Complete an annual declaration
- e. Renew requirements every 4 years

POLICY AND PROCEDURE

All individuals interactions and activities with children:

- Should be known to, and approved by the SCSA, where applicable, and the parents of the child
- Tied to an individual's duties, and



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- Be designed to develop the child's skills in the sport program

Examples of **unacceptable behavior** toward a child:

- Embarrassing
- Shaming
- Blaming
- Humiliating
- Bullying

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)
2. Inappropriate Contact. Spending unauthorized time with a child outside of designated duties with the organization.
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. Inappropriate behavior also includes:
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
7. Intimidating or threatening a child



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8. Making fun of a child

Inappropriate behavior 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.

Whether or not a particular behavior or action constitutes inappropriate behavior will be a matter determined by the organization having regard to all of the circumstances, including past behavior, and allegations or suspicions related to such behavior.

REPORTING REQUIREMENTS

All Club Representatives must report suspected child sexual abuse, inappropriate behavior or incidents that they become aware of, whether the behavior or incidents were personally witnessed or not.

Where to report:

1. All allegations or suspicions of potentially illegal behavior (for example, child sexual abuse) that a Club Representative witnesses first-hand, must be promptly reported to police and/or child welfare.
2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behavior that a Club Representative learns of must also be promptly reported 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 Club Representative learns of or witnesses first-hand, must be reported to the designate for the sport organization.

Keep in mind that you may learn of potentially illegal or inappropriate behavior through the child or some other third party, or you may witness it first-hand. Examples of the type of behavior you may learn of and/or witness that you must report includes:

- Potentially Illegal behavior by a Club Representative of the organization
- Potential Illegal behavior by a third party, such as a Parent, Teacher, Babysitter or Coach If an individual is not sure whether the issue that has been witnessed or heard about involves potentially illegal behavior or inappropriate behavior, discuss the issue with the designated person within your organization who will support you through the process.

Remember: An Individual has an independent duty to report all suspicions of potentially illegal behavior directly to police and/or child welfare



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Child harassment is a serious concern and it is essential to have a clear procedure in place for reporting and addressing such incidents.

REPORTING CONTACTS

Primary:

Mike Gurski
PO Box 2132
Stn Main
Swift Current, SK
S9H 4V1
Mobile: 306-774-6774
Email: scsatechdirector@gmail.com

Alternate:

Danielle Ferguson – scsatimbitssoccer@gmail.com
Keleah Ostrander – scsapresident1@gmail.com
Jenna Parenteau - swiftcurrentsoccer@gmail.com

FOLLOWING 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 to gather information about what happened and determine what, if any, formal or other disciplinary action is required.

In the case of inappropriate behavior, if:

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

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

ACKNOWLEDGEMENT



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I _____ have read and agree to comply with the Child Protection Code of Conduct Policy for the Swift Current Soccer Association.

Signature: _____ Date: _____