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United DFC Policies and Procedures Athlete Protection Policy

1.0 Purpose

United DFC adheres to Canada Soccer Code of Conduct & Ethics, and in line with that, this policy recognizes that the lines of authority and boundaries between Persons in Authority and Athletes must be recognized and respected. In particular, Athletes who are children deserve special protection. This policy provides that protection by setting levels of acceptable conduct for Persons in Authority and describes how Persons in Authority will maintain a Safe Sport environment in our club.

2.0 Definitions

Athlete: Is defined as all persons who are members of or play on a soccer team or participate in soccer programs with United DFC.

Persons in Authority: Is defined as those persons in positions of authority, such as roles as coach, assistant coach, team manager, executive member, administrator, referee, or any Persons of Authority who works with, for, or around **athletes**.

Vulnerable Participant: Includes Minors and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

3.0 Scope

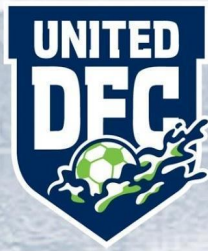
This policy applies to all United DFC athletes and anyone operating in a Position of Authority with United DFC.

4.0 Policy Statement

The United DFC Athlete Protection Policy exists to maintain a safe sport environment for athletes by establishing the lines of authority and boundaries between Persons in Authority and Athletes. The following outlines the types of interactions and expected standards between Persons of Authority and Athletes.

i. Primary Principle: 'Rule of Two'

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The primary principle for establishing appropriate conduct and defining the lines of authority and separation between Persons in Authority and Athletes is the 'Rule of Two.'

For interactions between Persons and Authority and Athletes, the United DFC **strongly recommends** the 'Rule of Two' for all Persons in Authority who interact with athletes. The 'Rule of Two' is a directive that says that an athlete must never be alone one-on-one with an unrelated Person in Authority.

United DFC recognizes that fully implementing the 'Rule of Two' may not always be possible. Consequently, at a minimum, interactions between Persons in Authority and Athletes must always respect the following:

- a. The training environment should be open and transparent so that all interactions between Persons in Authority and Athletes are observable;
- b. Private or one-on-one situations must be avoided unless they are open and observable by another adult or Athlete, and if one-on-one situations cannot be avoided they are effectively communicated and transparent;
- c. Persons in Authority shall not invite or have an unrelated Vulnerable Participant (or Vulnerable Participants) in their home without the written permission and contemporaneous knowledge of the Vulnerable Participant's parent or guardian;
- d. Vulnerable Participants must not be in any situation where they are alone with an unrelated Person in Authority without another screened adult or Athlete present unless prior written permission is obtained from the Vulnerable Participant's parent or guardian.

The 'Rule of Two' applies to the scope of all United DFC activities between Persons of Authority and athletes, including:

- a. Training, Competitions, Programs and Organization Events
- b. Communications
- c. Travel
- d. Locker Room / Changing Areas / Washrooms / Meeting Spaces
- e. Photography / Video
- f. Physical Contact

ii. Policy Enforcement

Any alleged violations of this Athlete Protection Policy shall be addressed pursuant to the Discipline and Complaints Policy (see: Section 6.0: Related Legislation and/or Documents).

4.0 Procedures

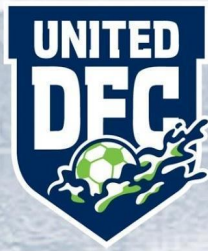
1. Safe Sport Officers

The United DFC Board of Directors will appoint a minimum of two Safe Sport Officers to oversee club education of Safe Sport Policies, training, and education. These appointments will reflect our commitment to sport inclusion and providing a safe, supportive and respectful environment for all of our participants, members and staff regardless of any differences based on race, national or

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ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, or disability.

2. Enacting the 'Rule of Two' at United DFC

The "Rule of Two" applies to all Persons of Authority involved in any United DFC event or activity. Persons of Authority operating at United DFC should always strive to ensure that there are two Persons of Authority, with preference being that both Persons of Authority have been screened by United DFC (see: Section 6.0: Related Legislation and/or Documents) when interacting with an athlete. This means that Persons of Authority will work to ensure that interactions with athlete(s) take place within earshot and view of the second Persons of Authority. United DFC further recommends that one of the Persons of Authority should also be of the same gender identity as the athlete(s).

Below details the procedures for enacting the 'Rule of Two' for all United DFC activities between Persons of Authority and athletes:

Training, Programs, Competition and Club Events

For practices and competitions, the United DFC recommends:

- a) A Person in Authority should never be alone with a Vulnerable Participant prior to or following a competition or practice unless the Person in Authority is the Vulnerable Participant's parent or guardian.
- b) If the Vulnerable Participant is the first Athlete to arrive, the Athlete's parent should remain until another Athlete or Person in Authority arrives.
- c) If a Vulnerable Participant would potentially be alone with a Person in Authority following a competition or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another Athlete) to stay until all of the Athletes have been picked up. If an adult is unavailable, another Athlete, who is preferably not a Vulnerable Participant, should be present in order to avoid the Person in Authority being alone with a Vulnerable Participant.
- d) Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual Athlete should always do so within earshot and eyesight of another Person in Authority.
- e) Persons in Authority and Athletes should take steps to achieve transparency and accountability in their interactions. For example, a Person in Authority and an Athlete who know they will be away from other Participants for a lengthy period of time must inform another Person in Authority where they are going and when they are expected to return. Persons in Authority should always be reachable by phone or text message.

Communications

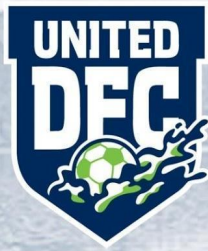
For communication between Persons in Authority and Athletes, the United DFC recommends:

- a) Group messages, group emails or team pages are to be used as the regular method of communication between Persons in Authority and Athletes.

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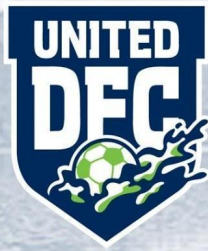
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- b) Persons in Authority may only send texts, direct messages on social media or emails to individual Athletes when necessary and only for communicating information related to team issues and activities (e.g., non-personal information). Any such texts, messages or emails shall be professional in tone.
- c) Electronic communication between Persons in Authority and Athletes that is personal in nature should be avoided. If such communication occurs, it must be recorded and available for review by another Person in Authority and/or by the Athlete's parent/guardian (when the Athlete is a Vulnerable Participant).
- d) Parents/guardians may request that their child not be contacted by a Person in Authority using any form of electronic communication and/or may request that certain information about their child not be distributed in any form of electronic communications.
- e) All communication between a Person in Authority and Athletes must be between the hours of 6:00 a.m. and midnight unless extenuating circumstances justify otherwise.
- f) Communication concerning drugs or alcohol use (unless regarding its prohibition) is not permitted.
- g) No sexually explicit language or imagery or sexually oriented conversation may be communicated in any medium.
- h) Persons in Authority are not permitted to ask Athletes to keep a secret for them.

Travel

For travel involving Persons in Authority and Athletes, the United DFC recommends:

- a) Teams or groups of Athletes shall always have at least two Persons in Authority with them.
- b) For mixed gender teams or groups of Athletes, the club will make every effort to ensure Persons in Authority reflect the gender identities of the team or groups of Athletes.
- c) Screened parents or other volunteers will be available in situations when two Persons in Authority cannot be present.
- d) No Person in Authority may drive a vehicle alone with an Athlete unless the Person in Authority is the Athlete's parent or guardian or spouse.
- e) A Person in Authority may not share a room or be alone in a hotel room with an Athlete unless the Person in Authority is the Athlete's parent/guardian or spouse.
- f) Room or bed checks during overnight stays must be done by two Persons in Authority.
- g) For overnight travel when Athletes must share a hotel room, they must not share a bed, roommates will be age-appropriate (e.g., within three years of age of one another) and they must be of the same gender identity.



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Locker Room / Changing Areas / Washrooms / Meeting Spaces

For locker rooms, changing areas, washrooms, and any closed meeting spaces, United DFC recommends:

- a) Interactions between Persons in Authority and Athletes should not occur in any room where there is a reasonable expectation of privacy such as a locker room, washroom or changing area. A second adult should be present for any necessary interaction between an adult and an Athlete in any such room
- b) If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required, for reasons including but not limited to team communications and/or emergencies.

Photography / Video

For all photography and video of an Athlete, the United DFC recommends:

- a) Photographs and video may only be taken in public view, must observe generally accepted standards of decency, and be both appropriate for and in the best interest of the Athlete.
- b) The use of recording devices of any kind in rooms where there is a reasonable expectation of privacy is strictly prohibited.
- c) Examples of photos that shall be edited or deleted include:
 - i. Images with misplaced apparel or where undergarments are showing
 - ii. Suggestive or provocative poses
 - iii. Embarrassing images
- d) If any photographs or videos will be used on any form of public media, an Image Consent Form or a similar form signed at registration must be completed before any images are taken and used

Physical Contact

Some physical contact between Persons in Authority and Athletes may be necessary for various reasons including, but not limited to, teaching a skill or tending to an injury. For physical contact, the United DFC recommends:

- a) Unless it is otherwise impossible because of serious injury or other justifiable circumstance, a Person in Authority must always clarify with an Athlete where and why any physical contact will occur prior to the contact occurring. The Person in Authority must make clear that he or she is **requesting** to touch the Athlete and not **requiring** physical contact
- b) Infrequent, non-intentional physical contact during a training session is permitted



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c) Hugs lasting longer than five seconds, cuddling, physical horseplay, and physical contact initiated by the Person in Authority is not permitted. It is recognized that some Athletes may initiate hugging or other physical contact with a Person in Authority for various reasons (e.g., such as celebrating or crying after a poor performance), but this physical contact should always be limited to circumstances where the Person in Authority believes it is in the best interest of the Athlete and when it occurs in an open and observable environment.

3. Policy Education and Training

United DFC is committed to ensuring members are educated on all Safe Sport policies, and in particular, have a strong understanding of the 'Rule of Two' and its role in the protection of athletes.

Working with United DFC staff, the club's Safe Sport Officers will establish a club-wide education process, including:

- a. Required Safe Sport training for Board members, key volunteers and staff;
- b. Coach review of Safe Sport Policies
- c. Coach resource preparation for team information sessions
- d. Safe Sport Documentation and Communication for athletes and parents/guardians.

6.0 Related Legislation and/or Documents

[Canada Soccer Code of Conduct & Ethics](#)

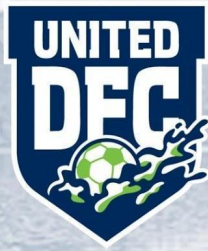
[UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT \(UCCMS\)](#)

United DFC Volunteer Screening Policy

7.0 Approval and Review

Approval and Review	Details
Approval Authority	Board of Directors
Administrator	Executive Director and Director of Soccer
Next Review Date	31/03/2025

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Approval and Amendment History	Details
Original Approval Authority and Date	31/03/2019
Amendment Authority and Date	05/06/2022
Notes	