

## North Okanagan Youth Soccer Association

### Duty to Report

#### Suspicion of Abuse and Mistreatment of Youth

Duty to Report: British Columbia has a mandatory reporting law regarding the abuse and neglect of children and youth.

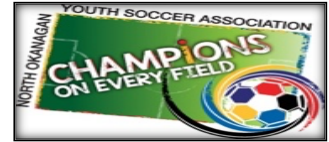
The [Child, Family and Community Service Act](#) (CFCSA) requires that anyone who has reason to believe that a child or youth has been or is likely to be abused or neglected must report the suspected abuse or neglect to a child welfare worker.

Consequently, it is the policy of North Okanagan Youth Soccer Association (NOYSA) that any NOYSA personnel (coach, part-time and full-time staff, volunteer, athlete, team official) or parent or guardian who, has reasonable grounds to suspect that an athlete is or may be suffering or may have suffered from harassment, abuse or bullying shall immediately report the suspicion and the information on which it is based to the proper authorities (Coach, Parent, Child and Family Services or the local police detachment).

#### **From CFCSA:**

#### How To Report

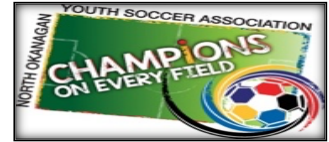
To make a report, please call **1 800 663-9122** any time of the day or night. The person who answers will make sure your concerns are directed to the right place.



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When making a report to a child welfare worker, it is helpful to include your name, your phone number and your relationship to the child or youth. But you can make an anonymous call if you prefer. The child welfare worker will want to know:

- The child's or youth's name and location;
- Whether there are any immediate concerns about the child's or youth's safety;
- Why you believe the child or youth is at risk;
- Any statements or disclosures made by the child or youth;
- The child's or youth's age and vulnerability;
- Information about the family, parents and alleged offender;
- Information about siblings or other children or youth who may be at risk;
- Whether you know of any previous incidents involving, or concerns about the child or youth;
- Information about other persons or agencies closely involved with the child, youth and/or family;
- Information about other persons who may be witnesses or may have information about the child or youth;
- Information about the nature of the child's or youth's disabilities, his or her mode of communication, and the name of a key support person; and
- Any other relevant information concerning the child, youth and/or family, such as language or culture.



## **North Okanagan Youth Soccer Association**

### **Complaints of Discrimination, Sexual Harassment, Bullying and Harassment**

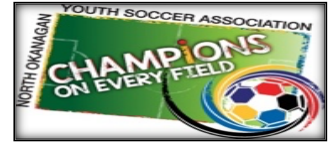
#### **Reporting Complaints**

Preventing Discrimination, Sexual Harassment and Bullying and Harassment is a partnership between all involved at NOYSA – Coaches, Managers, Staff, Board Member, Parents, and Families. If a member believes that he/she has been subjected to Discrimination, Sexual Harassment, Bullying or Harassment, or if he/she is aware of any such conduct occurring, the member must report any such incident promptly and diligently to a member of the NOYSA Board of Directors, The General Manager and/or the Technical Director.

If the member feels safe talking to the alleged harasser, the member should do so and should be specific about why the behaviour was inappropriate in a clear, concise manner.

If a member of the Board of Directors is the cause of the problem or seems unwilling to address the issue, the Member should then contact the President.

When reporting an incident, members should provide as much information as possible, including the names of those involved, witnesses, where and when the event occurred, the behaviour that led to the complaint and any supporting documents or materials (i.e., emails, notes or photographs).



## North Okanagan Youth Soccer Association

### Confidentiality

Every complaint of Discrimination, Sexual Harassment, Bullying or Harassment will be recorded by the person receiving the complaint and kept in the strictest confidence.

NOYSA understands that it can be extremely difficult to come forward with a complaint and recognizes that it can be devastating to be wrongfully accused of misconduct. NOYSA recognizes the interests of both alleged victims and alleged harassers in keeping the matter confidential. NOYSA shall maintain the confidentiality of the names of the individuals involved in a complaint as well as all notes and records to the extent reasonably practicable and appropriate in the circumstances and will not disclose such information except in accordance with discipline policy or as required by law.

**Primary Liaison for Child Protection:** David Broadhurst, General Manager  
[noysatd@gmail.com](mailto:noysatd@gmail.com) 250-550-5489