

Child Sexual Abuse Training for Employees/Volunteers Policy

All employees/volunteers shall receive training on child sexual abuse upon starting work with Yarmouth Clippers FC and annually thereafter.

PURPOSE

Understanding child sexual abuse is the first step towards prevention, as well as towards the creation of safer environments for children. It is important that all employees and volunteers learn about child sexual abuse and the difference between acceptable and unacceptable behavior.

WHY IS THIS POLICY IMPORTANT?

Training for employees/volunteers includes:

- Understanding child sexual abuse
- The importance of boundaries to foster healthy relationships between adults and children
- The grooming process and inappropriate behaviors
- Unlawful behavior
- What constitutes a child in need of protection or intervention
- Managing risk
- Reviewing the organization's child protection policies, including:
 - Code of Conduct to Protect Children
 - Reporting and documentation regarding potential unlawful behavior and inappropriate behavior

PROCEDURE

New employees/volunteers:

- Training occurs as soon as the employee/volunteer begins working and before s/he is entrusted with the protection and care of children.
- Training occurs within the employee/volunteer's probationary period.
- Training is conducted by [insert position of the employee who will be conducting the training here (i.e. office manager, etc.)].
- Training may involve in-person group or individual training, and may include the provision of education materials to be reviewed on your own, with a subsequent opportunity to discuss the material in an individual or group setting.

Existing employees/volunteers:

- Training occurs when Yarmouth Clippers FC introduces new information about child protection or any new policies and procedures.
- Annual training sessions occur to refresh training already provided and provide a forum for issues and new ideas to be raised and discussed.
- Additional training occurs as and when deemed advisable, such as when job duties change or when the employee/volunteer has exhibited behavior of concern.