

**Yorkton United FC
Policies & Procedures**

Section 7: Code of Conduct to Protect Children

Adopted: February 26th, 2023

Introduction:

Yorkton United FC has developed the following Code of Conduct to Protect Children to guide our employees / coaches and board members in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily operations. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

As mentioned throughout the policy, the designated individual for Yorkton United FC is the Technical Director. The current Technical Director is Michael Jakubiec he can be contacted by e-mail at techdirector@yorktonunitedfc.ca; or alternatively by phone: 306-621-1380

Why a Code of conduct to Protect Children:

Yorkton United FC is committed to ensuring all children are protected and safe. A Code of Conduct to Protect Children is an important part of creating safe environments for children. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

The intent of the Code of Conduct to Protect Children is to guide our employees / coaches and board members in developing healthy relationships with the children involved in activities or programs delivered by our organization and to model appropriate boundaries for children.

Treating Children with Dignity and Maintaining Boundaries:

All employees / coaches and board members must:

- Treat all children with respect and dignity
- Establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by Yorkton United FC

It is important to monitor your own behaviour towards children, and pay close attention to the behaviour of your peers to ensure that behaviour is appropriate and respectful, and will be perceived as such by others.

All of your interactions and activities with children:

- should be known to, and approved by, your supervisor/designated person and/or the parents of the child
- should be tied to your duties
- should be designed to meet the child's needs, not your own needs.

Always consider the child's reaction to any activities, conversations, behaviour or other interactions. **If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should discuss it with the designated person within your organization.**

Examples of unacceptable behaviour toward a child:

- criticizing
- embarrassing

- shaming
- blaming
- humiliating

General Rules of Behaviour:

Employees / coaches and board members of Yorkton United FC must not:

- Engage in any sort of physical contact with a child that may make the child or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with a child within or outside of job/ coaching or board duties, that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) Yorkton United FC's mandate, policies, or Code of Conduct to Protect Children, regardless of whether or not they are serving the organization at that moment
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – **it is an employee/ coaches or board member's duty to report the matter to his/her supervisor/designated person or Child Welfare Agency, or law enforcement;** not to investigate.

Rule of Two

This rule serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. There will always be two screened and Respect in Sport and NCCP trained or certified coaches with an athlete, especially a minor athlete when in a potentially vulnerable situation. Any one-on-one interaction between a coach and athlete must take place within earshot and view of a second coach/team personnel, unless there is a medical emergency. In all instances, one coach/volunteer must reflect the gender of the athletes or be of an appropriate identity in relation to the athlete(s),

In the event that a second screened/NCCP trained or certified coach is not available, a screened volunteer, parent or adult can serve as the second adult present.

Not adhering to the Rule of Two is considered Inappropriate Behaviour.

What Constitutes Inappropriate Behaviour:

Inappropriate behaviour includes:

1. **Inappropriate Communication.** Communication with a child or his/her family outside of a work/ coach or volunteer context, regardless of who initiated the exchange. For example:
 - Personal phone calls
 - Electronic communications (email, text message, instant message, online chats, social networking (including "friending"), etc.)
 - Personal letters
 - Excessive communications (online or offline)

2. Inappropriate Contact. Spending unauthorized time with a child or the child's family outside of designated work times and volunteer activities. You must report all contact with a child or the child's family outside of designated work times and activities BEFORE the contact occurs to the designated person within your organization.

3. Favouritism. 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 (when known to your supervisor) are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

Inappropriate behaviour 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, screensavers, or displaying such material in plain view of a child, or making such material available to a child

7. Intimidating or threatening a child

8. Making fun of a child

Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities or programs delivered by Yorkton United FC.

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

DIVERSITY and ANTI-DISCRIMINATION

Yorkton United Football Club is deeply committed to diversity and inclusion. We hold respect for the spectrum of human diversity including race, ethnicity, culture, gender, gender identification, age, socio-economic status, national origin, sexual orientation, disability and religion and strive to make our Club a vibrant reflection of our society. YUFC fully supports the right of everyone to participate in sport with dignity in an environment of mutual respect. We are committed to ensuring the value of diversity is upheld in everything we do as a Club and will hold to account those members that do not honour this vision.

We recognize that historical and persistent inequities and barriers to participation in sport exist. We are committed to:

- Eliminating all forms of harassment and discrimination by creating a safe, secure and accessible sporting environment.
- Recognizing the responsibility for diversity and inclusion lies with all of us in the club: leadership, coaches, players and families.
- Encouraging meaningful interaction and dialogue among the entire Club commit to learn from one another, honour our differences and embrace shared values
- Understanding how personal, cultural and historic aspects of identity contribute to an individuals experience of sport and can enrich our Club environment.
- Providing equal access to enable all players to thrive athletically, socially and emotionally

We firmly believe we can best promote excellence by celebrating the unique attitudes, characteristics and perspectives of our players, coaches, board members, volunteers, families and community. We continue to improve our performance in this area and welcome constructive suggestions to improve our Club culture

ANTI-BULLYING

Yorktin United Football Club recognizes the seriousness of bullying and wants to reflect the importance of anti-bullying through the implementation of this policy. The goal of including these terms is to prevent bullying and make for a better overall environment on and off the field for our players.

Bullying is defined as unwanted, aggressive behaviour among individuals that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success. Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance and intimidation, all of which are forms of bullying. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.

Coaches and team personnel will be made aware of this anti-bullying policy and will be required to take courses, such as the Respect in Sport program, to educate themselves and be able to educate players. We expect our coaches to employ preventative measures so that bullying is

not an issue for any of our players and if cases of bullying do arise then we ask coaches to implement the below protocol for conflict resolution.

Conflict Resolution protocol associated with bullying

1. Report bullying incidents to the coach, manager, technical director or a member of the executive;
2. The coach or reporting adult needs to contact the executive immediately;
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem;
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;
5. An attempt will be made to help the bully (bullies) change their behaviour;
6. If mediation fails and the bullying is seen to continue the club will consider disciplinary action.

Recommended Actions for bullying resolution

1. If appropriate, attempt reconciliation by getting the parties together in an attempt to discuss incident and make amends;
2. If this fails or is inappropriate, the coaches of the team should meet with the parent and child alleging the bullying to get details of the allegation;
3. The coaches should meet with the alleged bully and parent and put the incident raised to them to answer and give their view of the allegation.
4. The coaches should talk to anyone else who may have been involved to gather additional information;
5. If bullying has in the coaches view taken place, the athletes should be warned and put on notice until further action. Consideration should be given as to whether a reconciliation meeting between the parties is appropriate at this time;
6. All other coaches involved with both athletes should be made aware of the concerns and outcomes of the process.
7. If allegations are serious and substantiated, disciplinary action may be considered or further reporting if inappropriate behaviour has occurred.

Reporting Requirements:

All employees / coaches and board members must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

Where to report:

1. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that an employee/volunteer 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 behaviour** that an employee/volunteer 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 behaviour** (see above examples), that an employee/volunteer learns of or witnesses first-hand, must be reported to your supervisor.

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

- a. Potentially Illegal behaviour by an Employee / Coach or volunteer of Yorkton United FC
- b. Potential Illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach)

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the designated person within Yorkton United FC who will support you through the process. Remember: **You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.**

Follow up on Reporting:

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. Yorkton United FC will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, Yorkton United FC will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.

In the case of inappropriate behaviour, if:

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

Yorkton United FC may refer the matter to a child welfare agency or police.

I agree to comply with the Code of Conduct to Protect Children for Yorkton United FC.

Position

Print Name

Signature

Date