



Code of Conduct for the Protection of Young Athletes

Saint-Laurent Soccer Club

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Introduction

The Saint-Laurent Soccer Club has developed this Code of Conduct to protect young athletes in order to supervise interactions between its employees/volunteers and the children. The protection, rights, and well-being of the children we work with are always at the heart of our programs. We develop constructive relationships with the children within appropriate boundaries.

The Club wants to ensure that the policy addresses at least the following situations:

- a. Behaviour expected of volunteers and employees.
- b. Definition of inappropriate behaviour.
- c. Reporting obligations.
- d. Reporting follow-up procedures.

The Importance of a Code of Conduct for the Protection of Young Athletes

Our organization is concerned with child protection and safety. The implementation of a Code of Conduct is an important step towards creating a safe environment for children. The protection, rights, and well-being of children who participate in our programs is an ongoing priority for us. The purpose of the Code of conduct is to encourage the development of healthy relationships between our employees/volunteers and the children involved in our sports programs as well as implementing appropriate boundaries with them.

Treat Children with Dignity and Maintain Boundaries

All employees/volunteers must:

- Treat children with dignity and respect.
- Establish and respect appropriate boundaries with the children and families that participate in our organization's activities and programs.

It is important to monitor your own behaviour towards children and pay close attention to the behaviour of your peers so that everyone behaves in an appropriate and respectful manner and that their behaviour be perceived as such by everyone.

All of your interactions and your activities with the children must:

- Be known and approved by the council and, as applicable, the children's parents.
- Be part of your tasks.

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- Focus on developing the child's athletic skills.

Always take into account the child's reaction to all activities, conversations, behaviour, and interactions.
If ever you have concerns regarding your own behaviour or the behaviour of others, you should discuss them with the organization's designated individual.

Examples of unacceptable behaviour towards a child include:

- Embarrassing them.
- Dishonouring them.
- Blaming them.
- Humiliating them.
- Demeaning them.

General Rules of Behaviour

Employees/volunteers of our organization must not:

- Have physical contact with a child that would make the child or a reasonable observer uncomfortable or that would overstep reasonable boundaries in the eyes of a reasonable observer.
- Have communications with a child, whether within or outside the scope of their work with them, that would make the child uncomfortable or that would overstep reasonable boundaries in the eyes of a reasonable observer.
- Engage in behaviour that goes against (or seems to go against) our mandate, policies, or code of conduct whether within or outside the course of their duties.
- Conduct their own investigation into allegations or suspicions of possible illegal or inappropriate behaviour; employees/volunteers have a responsibility to report the matter to the designated individual, child protection services, or the police, and to not take it upon themselves to conduct investigations.

What is "Inappropriate Behaviour?"

The following behaviour is considered inappropriate:

- 1. Inappropriate communication.** Communicating with a child or their family beyond the scope of their tasks within the organization, regardless of who initiated the first contact.

For example:

- Personal phone calls unrelated to working with the child.

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- Electronic communication (emails, texts, instant messages, chatting, social media, and “friend requests”) unrelated to working with the child.
 - Personal letters unrelated to working with the child.
 - Excessive communication (online or offline).
2. **Inappropriate contact.** Spending time with a child without authorization outside of designated tasks carried out within the organization.
 3. **Favoritism.** Granting one child or a few children special attention or privilege (for example, paying a lot of attention to a child, giving or sending them personalized gifts or granting them excessive privileges, both unjustified or inappropriate).
 4. **Taking personal photos or videos.** Using a personal device (cell phone, digital camera, or camera) to take photos of a child (or allowing someone else to take the photos) and publishing or copying them on the Internet or to a personal storage device of photos that you have taken of a child. You may always take photos within the scope of your tasks, but these photos must remain in the possession of the organization, and you are forbidden to use them for personal reasons.

The following behaviour is also considered to be inappropriate:

5. Telling jokes of a sexual nature to a child or making comments of a suggestive nature, whether sexual or personal.
6. Showing a child material of a sexual nature (drawings, animations, graphic novels, calendars, texts, photos, screensavers, etc.), displaying this type of material where the child can see it or putting it within their reach.
7. Intimidating or threatening a child.
8. Ridiculing a child.

We do not tolerate inappropriate behaviour of any kind from an employee or volunteer, especially if it threatens the well-being of children who participate in our activities or programs. It will be up to the organization to determine whether a certain behaviour or action constitutes inappropriate behaviour with regard to all the circumstances, including previous behaviour of the person in question and the allegations or suspicions related to the behaviour in question.

Reporting Obligations

Employees/volunteers are all required to report suspicions of child abuse, inappropriate behaviour, and incidents brought to their attention, whether they have personally witnessed or not the behaviour in the incident in question.

Who to notify:

1. Any allegation or suspicion of **possible illegal behaviour** (for example, child abuse) of which an employee/volunteer is a witness must be promptly reported to the police or child protection services.
2. To ensure the protection of the child within our care, any allegation or suspicion of **possible illegal behaviour** brought to the attention of an employee/volunteer must also be promptly

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reported to the police or child protection services. It is up to the police or child protection services to determine whether the allegation or suspicion justifies a more in-depth investigation.

3. Any allegation or suspicion of **inappropriate behaviour** (see examples above) brought to the attention of an employee/volunteer or of which an employee has witnessed must be reported to the individual designated with the organization.

It could happen that possible illegal or inappropriate behaviour is reported to you by a child or another individual or that you witness it yourself. Some of the behaviour that could be brought to your attention or to which you may be witness and that you must report in compliance with the above procedures, includes:

- a. Possible illegal behaviour from an employee/volunteer of the organization.
- b. Possible illegal behaviour from another individual (parent, teacher, babysitter, coach, etc.).

If you are unsure whether something that you have witnessed or that has been reported to you constitutes possible illegal behaviour or inappropriate behaviour, please discuss this with the designated individual, who will guide you in the process. Do not forget: you have a responsibility to directly report to the police or child protection services any suspicion of possible illegal behaviour.

Reporting Follow-Up

Following the reporting of an allegation or suspicion of possible illegal behaviour, the police or child protection services will be notified. The organization will follow up internally, as needed.

Following the reporting of an allegation or suspicion of inappropriate behaviour, the organization will follow up to determine the facts and necessary disciplinary actions or others, as needed.

In the event of inappropriate behaviour, the organization may decide to send the file to a child protection services agency or to the police:

- If several instances of behaviour have been reported.
- If the inappropriate behaviour is repeated.
- If the behaviour in question raises major concerns.

I agree to comply with the Code of Conduct for the Protection of Young Athletes of the Saint-Laurent Soccer Club.

_____	_____/_____/_____
Signature of Club President	Date