



CODE OF CONDUCT TO PROTECT CHILDREN IN SPORT

Effective Date: July 2 2023

ABOUT THIS CODE OF CONDUCT TO PROTECT CHILDREN

What is it?

This Child Protection Code of Conduct is a component of the *Commit to Kids: Sport Edition*– a supplementary resource of the Commit to Kids™ child sexual abuse prevention program. The objective of developing and implementing such a Code of Conduct is to help increase the safety of the children in your care. The Code of Conduct ultimately adopted by your organization should establish boundaries for all employees/volunteers in your organization interacting with children, assist individuals in identifying concerning behaviour, and clarify the steps they should take to address such behaviour.

When Should it be Used?

This Code of Conduct is intended for use after your organization has gone through the *Commit to kids: Sport Edition for sport organization's* guide.

How Should I Use it?

The Child Protection Code of Conduct is a sample that is meant to be used as a starting point only and must be tailored by your organization to meet its unique needs. It is not intended to be exhaustive or prescriptive, nor is it meant to anticipate each and every risk your organization may face. It is intended and expected that your organization will amend and adjust the content to meet its particular needs.

Sample: Code of Conduct to Protect Children

Introduction

BATTLE RIVER SOCCER ASSOCIATION has developed the following Child Protection Code of Conduct to guide our employees/volunteers in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily programs. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

Why a Child Protection Code of Conduct is important?

Our organization is committed to ensuring all children are protected and safe. A Code of Conduct 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 is to guide our staff/volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

Treating Children With Dignity and Maintaining Boundaries

All staff/volunteers 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 the organization

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 the board, where applicable, and the parents of the child
- tied to your duties , and
- designed to develop the child's skills in the sport program

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:

- embarrassing
- shaming
- blaming
- humiliating
- putting them down

General Rules of Behaviour

Staff/volunteers of the organization 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 duties with the child, 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) the organization'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 staff/volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

What Constitutes Inappropriate Behaviour

Inappropriate behaviour includes:

1. **Inappropriate Communication.** Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. For example:
 - Personal phone calls not tied to duties with the child
 - Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child
 - Personal letters not tied to duties with the child
 - Excessive communications (online or offline)