

# CRYSA CHILD SEXUAL ABUSE PROTOCOL



## STEPS FOR REPORTING

The "Commit to Kids" program has developed this quick reference (which CRYSA has adopted) for use in a sporting environment and is not meant to be exhaustive or to replace legal advice. Consult with child welfare, law enforcement and legal counsel if child abuse is alleged or suspected.

**1** **Child discloses abuse or abuse is discovered** with the adult involved in the abuse being a coach/volunteer. **(Document)**.

**2** Coach/volunteer who receives disclosure:

- **Notifies law enforcement** and/or child welfare about the incident;
- **Cooperate with child welfare** about notifying parents; and
- **Notifies the** Chair of the Discipline Committee, who in turn notifies the CRYSA President. **(Document)**

**3** The CRYSA President **suspends coach/volunteer** suspected of abuse with or without pay until case is resolved.\* **(Document)** If the individual is a volunteer or unpaid staff, consider if the individual should be dismissed from their position immediately.

**4** A child welfare agency and/or police **carry out investigation**. Organization should conduct an internal follow-up in consultation with police/child welfare and adjusts internal policies if needed.

### POTENTIAL OUTCOME OF INVESTIGATION:

- A) **Substantiated/guilty**. Coach/volunteer is dismissed from his/her position.\*
- B) **Inconclusive/not guilty**.+ Seek legal counsel. Consider if coach/volunteer should be dismissed, with or without severance.\*

+ Criminal processes can be complex and lengthy. A finding of not guilty may not necessarily mean that the abuse did not occur. Consult with a lawyer.

**5**

- **Document the outcome** of the investigation on the incident report/form.
- **Document the results** of the internal follow up.

#### Many of these steps would also apply when:

- A child discloses abuse by someone outside the organization.
- A peer discloses on behalf of another child.
- An adult suspects a child is abused.

As part of any investigation or internal follow-up process, an organization should be **critically assessing the adequacy of existing policies** and practices, and strengthening as necessary to better protect children.

**The safety of the child and other children in the organization must be ensured at all times in the process.**