



Campbell River Youth Soccer Association

Code of Conduct to Protect Children in Sport

The Campbell River Youth Soccer Association (CRYSA) 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/contractors/volunteers in developing healthy relationships with the children involved in sport programs delivered by CRYSA and to model appropriate boundaries for children. This Code of Conduct document is intended to be a companion document to other related CRYSA policies and procedures and protocols.

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 CRYSA

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

All interactions and activities with children:

- should be known to, and approved by the CRYSA Board of Directors, where applicable, and the parents of the child
- tied to 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 there is doubt about the appropriateness of behaviour, it should be discussed with the Chair of the Discipline Committee.

Examples of unacceptable behaviour toward a child:

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



General Rules of Behaviour

Staff/contractors/volunteers of CRYSA 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, 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) CRYSA's mandate, policies, procedures, protocols, 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 – but it is their duty to report the matter to the Chair of CRYSA's Discipline Committee Child Welfare Agency, or law enforcement.

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).
2. **Inappropriate Contact.** Spending unauthorized time with a child outside of designated duties with the organization.
3. **Favoritism or Ostracizing.** Singling out a child or certain children and providing special attention, positive or negative. For example, giving special privileges, giving or sending personalized gifts, allowing privileges that are excessive, exclusion, unwarranted benching, etc.
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 taken of a child to the Internet or any personal storage device. Pictures taken as part of job duties are acceptable, however, the pictures are to remain with CRYSA and not be used in a personal capacity.



Inappropriate behaviour also includes:

5. Telling sexual or racial jokes, , making comments that are in any way suggestive, explicit or personal, to or in the presence of a child.
6. Showing a child material that is sexual, racial or violent in nature, including, signs, cartoons, graphic novels, calendars, literature, photographs, screen savers, or displaying such material in plain view of a child, or making such material available to a child
7. Intimidating, threatening or bullying a child
8. Making fun of or teasing a child
9. Making racial, derogatory, discriminatory or sexist comments.

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

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

Reporting Requirements

In keeping with CRYSA's Child Sexual Abuse Protocol, all staff, contractors and volunteers must report suspected child sexual abuse, or incidents that they become aware of, whether personally witnessed or not.

Where to report:

1. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour, including sexual abuse, that a staff/contractor/volunteer witnesses firsthand, or learns of, must be promptly reported to law enforcement and/or child welfare. Law enforcement and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.
2. All allegations or suspicions of inappropriate behaviour as outlined in this Code of Conduct, that a staff/contractor/volunteer learns of or witnesses first-hand, must be reported to the Chair of the Discipline Committee for handling under CRYSA's Policy for Discipline Committee Procedures.

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 a staff/contractor/volunteer of the organization



- 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 Chair of the Discipline Committee 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, law enforcement and/or a child welfare agency will be notified. The Chair of the Discipline Committee will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, Chair of the Discipline Committee 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

the organization may refer the matter to a child welfare agency or law enforcement.