



SWAN CITY FC

Code of Conduct to Protect Children in Sport

The Swan City FC has implemented a Child Protection Code of Conduct to direct our staff/volunteers in their engagements with children. Our programs prioritize the safety, rights, and welfare of the children we support. We aim to foster positive connections with children while maintaining and promoting suitable boundaries.

What makes having a Child Protection Code of Conduct significant?

Our commitment lies in safeguarding every child within our care. Implementing a Code of Conduct stands as a vital element in creating secure spaces for children. Prioritizing the safety, rights, and welfare of children engaged in our programs is a fundamental focus in our day-to-day activities.

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.

Respecting children's dignity and upholding appropriate boundaries in interactions.

All personnel/volunteers are required to:

- Show respect and dignity towards all children
- Establish, respect, and maintain suitable boundaries with children and families engaged in the organization's activities or programs

It's crucial to be mindful of your conduct around children and to observe the behavior of colleagues, ensuring that it remains appropriate, respectful, and is perceived as such by everyone involved.

All your interactions and involvements with children:

- Should be known to and approved by the board, when applicable, and the child's parents
- Should aim at enhancing the child's skills within the sports program

Always be mindful of the child's response to any activities, discussions, conduct, or other interactions. Whenever uncertain about the appropriateness of your actions or those of others, it's important to discuss it with the assigned individual in your organization.

Examples of unacceptable behavior towards a child include:

- Causing embarrassment
- Using shaming tactics
- Assigning blame
- Inflicting humiliation
- Putting the child down

Rules for Staff/Volunteers' Conduct:

- Avoid any physical contact that might cause discomfort to a child or breach reasonable boundaries as perceived by a reasonable observer.
- Refrain from communication that could make a child uncomfortable or be seen as violating reasonable boundaries, regardless of when or how the exchange was initiated.
- Always align behavior with the organization's mandates, policies, or Code of Conduct, irrespective of your current role within the organization.
- Avoid personally investigating suspected inappropriate behavior; instead, report such matters to the designated person, Child Welfare Agency, or law enforcement.

What Constitutes Inappropriate Behavior:

- Improper Communication: Interacting with a child or their family beyond organizational duties, such as personal calls, excessive online communication, or unrelated personal letters.
- Improper Contact: Spending unauthorized time with a child outside of designated organizational duties.
- Favoritism: Giving excessive attention or unwarranted privileges to specific children.
- Unauthorized Photos/Videos: Taking personal media of a child or allowing others to do so without permission and sharing or storing these images privately.

Additional Inappropriate Behaviors:

- Making suggestive or explicit comments or jokes to a child.
- Displaying or sharing sexual material with a child.
- Intimidating or threatening a child.
- Ridiculing a child.

Inappropriate behavior, especially concerning the well-being of children involved in sports organization activities or programs, will not be tolerated.

Determining what constitutes inappropriate behavior will rely on the organization's assessment of the circumstances, taking into account past actions and any related allegations or suspicions.

Reporting Protocols:

All staff and volunteers are obligated to report any suspected child sexual abuse or inappropriate behavior, regardless of whether they witnessed the incidents themselves.

Where to report:

1- Any witnessed potentially illegal behavior (e.g., child sexual abuse) must be immediately reported to the police or child welfare.

- In emergency situations, dial 911.

- View infographic steps for reporting: https://albertasoccer.com/wp-content/uploads/2021/02/C2K_StepsForReportingChildAbuse_CAC_en.pdf

2- Any suspicions of potentially illegal behavior learned of must also be reported promptly to the police or child welfare. These authorities will assess whether further investigation is necessary.

3- Any witnessed or learned allegations of inappropriate behavior (as specified above) should be reported to the designated individual within the sports organization. The club designates' emails are:

info@swaniftyfc.ca

technical.director@swancityfc.ca

executive.director@swancityfc.ca

It's important to note that you might become aware of potential illegal or inappropriate behavior from the child or a third party or witness it directly. Examples include illegal actions by an organization's staff/volunteer or a third party like a parent, teacher, babysitter, or coach.

When uncertain about the behavior witnessed or heard, seek guidance from the designated person in your organization for support through the reporting process.

Remember, you're independently responsible for reporting suspicions of potentially illegal behavior directly to the police or child welfare.

Follow-Up on Reporting:

- Allegations of potentially illegal behavior will prompt notification to the police or child welfare, with internal follow-ups conducted by the organization.
- For instances of inappropriate behavior, the organization will investigate to gather information and determine if any formal or disciplinary action is necessary.

If:

- Multiple or recurring inappropriate behaviors are reported or if the reported behavior raises serious concerns,
- The organization may involve child welfare agencies or the police.