



Hamilton Serbians Youth Soccer Club - HSYSC

CODE OF CONDUCT TO PROTECT CHILDREN

This **Code of Conduct to Protect Children** is a Hamilton Serbians Youth Soccer Club / Hamilton Serbians commitment to ensure the safety of children and athletes in our care. This policy supports our soccer club objectives for integrity and safe sport for all, to uphold child protection and prevention of any type of abuse. The safety, rights and well-being of children, adolescents and all athletes participating in our soccer programs is priority. This Code will establish clear boundaries for all members of our club interacting with children, assist individuals in identifying concerning behaviour, and clarify steps to take in addressing inappropriate behaviour.

'Members' are HSYSC volunteers interacting with children and athletes in our care which include and are not limited to persons in the capacity of: team officials, coaches, assistant coaches, team managers, assistant team managers, club executive, parents, guardians, trainers, game officials/referees.

Treating Children with Respect and Maintaining Boundaries:

All members 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 HSYSC

Any member interacting with children is required to monitor their behaviour towards children, and pay close attention to the behaviour of their peers to ensure all behaviour is appropriate and respectful, and will be perceived as such by others.

All member interactions and activities with children must:

- be known to, and approved by the board, where applicable, and the parents of the child
- be tied to your duties as a HSYSC member, and
- designed to develop the child's skills in our soccer 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 your own behaviour or the behaviour you witness of others, this must be discussed with the Technical Director, Club President or other HSYSC executive.***

Examples of unacceptable behaviour toward a child include but are not limited to: • embarrassing • shaming • blaming • humiliating • putting them down



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General Guidelines of Behaviour:

All members interacting with children and athletes, must act with integrity and conduct themselves with moral intelligence at all times. Members 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 personal 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) HSYSC Constitution & By-Laws, policies, Code of Conduct to Protect Children, Code of Conduct / Zero Tolerance Policy, Canada Soccer, Ontario Soccer codes of conduct and League rules and regulations; regardless if the member is serving the organization at that moment or not
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour. It is not the duty of a member to investigate. It is the member's duty to report the incident to HSYSC Technical Director or Club President. If the matter is serious, it will be reported to Child Welfare Agency, or law enforcement and the reporting member will conduct that action with a club executive. If a member witnesses an illegal act, they would then report to appropriate authorities, or call 911 in the event of emergency.

What Constitutes Inappropriate Behaviour:

Inappropriate behaviour will not be tolerated, especially with children at the core of all HSYSC programming and activities. Inappropriate behaviour includes, and is not limited to the following:

1. One-to-One Electronic Communication - communication with a child outside of the context of HSYSC duties for the organization, regardless of who initiated the exchange, such as:
 - 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 HSYSC designated duties. Inappropriate physical contact includes but are not limited to touching, patting, pinching, sexual flirtations, kissing, physical or sexual assault.
3. Favouritism - singling out a child or certain children and providing special privileges and attention. For example, paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate.



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4. Taking Personal Photos/Videos - using a personal cell phone, camera or video without consent of the parent to take pictures of a child, or allowing any other person to do so, for purpose of uploading or copying images taken of a child to the Internet or to a personal storage device. Pictures taken as part of your duties with HSYSC for HSYSC marketing/promotion with parental consent is acceptable, however, the images are to remain for the purpose of use by only HSYSC operations, and not be used in a personal capacity.
5. Telling sexual jokes to a child, or making comments to a child that are or is in any way suggestive, explicit or personal.
6. Showing a child material that is sexual 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 or threatening a child, and making fun of a child.

Rule of Two - Canada Soccer Guideline, Coaching Association of Canada:

To ensure the health, safety and well-being of all athletes under our care, HSYSC requires the Rule of Two to be followed within all our soccer programming operations, especially with minors. The Rule of Two supports responsible coaching practices to protect participants and coaches from potentially vulnerable situations, to ensure a coach is never alone with a participant.

HSYSC Implementation of the Rule of Two, ensures:

- 1.a. The coach is never alone and out of sight with a participant without another screened coach or screened adult (parent or volunteer) present.
- 1.b. If NCCP-trained or certified coaches are not available, a screened "Person in Authority" (such as managers, support volunteers, adult chaperones, or club executive) should be present instead. If a screened Person in Authority or volunteer is not available, another adult (such as a parent/guardian of another athlete in a youth environment or another athlete in a senior environment), should be asked to temporarily substitute. If another adult is not available, there should always be more than one athlete with the coach (this is the lowest standard and is not recommended).
- 1.c. All training environments are open to observation.
- 1.d. Inform parents/guardians and players (particularly in a senior environment) that HSYSC and teams are aiming to uphold the highest expectation for the Rule of Two; which is two screened and NCCP-trained or certified coaches always to be present with an athlete. This is especially essential during travel, locker rooms and when players arrive on the field or after for pickup.
- 1.e. If a participant rides in a coach's vehicle, another person in authority or parent must be present.
- 1.f. Eliminate one-to-one electronic messaging, ensure all communication is sent to a group.



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Reporting Requirements and Process:

All members must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

Where to report:

1. All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a member witnesses first-hand, must be promptly reported to police and/or child welfare, or by calling 911.
2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that a member learns of that they did not witness first-hand, must be promptly reported to a HSYSC executive (Technical Director or Club President) for proper police and/or child welfare investigation to the allegation.
3. Any behaviours deemed inappropriate by the Code of Conduct policies of HSYSC, Ontario Soccer, Canada Soccer, must be reported confidentially and in writing to: **discipline@hsysc.org**

All reports will be investigated by a HSYSC Discipline committee with every effort made to protect the identity of the person making the claim, and to protect them from harm as a result of disclosing the incident. The accused will have an opportunity to make a statement and/or attend a hearing to defend their involvement in the claim. Any act of retaliation by any members of HSYSC towards the person who made the claim will not be tolerated and is in violation of this code. If the nature of the claim requires legal proceedings, then their anonymity may need to be released to authorities.

All parties must cooperate fully with the HSYSC Discipline committee, and Appeals Committees as requested.

Note: All persons 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 to HSYSC, police and/or a child welfare agency will be notified. HSYSC executive and Discipline committee will follow up internally as appropriate.