



SAFE SPORT - CHILDREN IN SPORT

Introduction

Croatia Sports Club 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 a 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)
2. Inappropriate Contact: Spending unauthorized time with a child outside of designated duties with the organization.
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.)
4. Taking Personal Photos/Videos: Using a personal cell phone, camera or video to take pictures of a child, or allowing any other job duties are acceptable, however, the pictures are to remain with the organization and not be used by you 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, person to do so, as well as uploading or copying any pictures you may have taken of a child to the Internet or any personal storage device. Pictures taken as part of your job duties are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity
7. Intimidating or threatening a child
8. Making fun of a child

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

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

Reporting Requirements

All staff and volunteers 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 staff/volunteer witnesses first-hand, must be promptly reported to police and/or child welfare.
2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that a staff/volunteer learns of must also be promptly reported to police and/or child welfare. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.
3. All allegations or suspicions of inappropriate behaviour (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to the designate for the sport organization.

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/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 designated person within your organization 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, police and/or a child welfare agency will be notified. The sport organization will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, the sport organization 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 police.

I agree to comply with the Code of Conduct to Protect Children for Croatia SC.

Signature Date Staff/Volunteer's



Rule of Two

It is the policy of the Club that when a potentially vulnerable situation arises between a player and a Club volunteer or staff member, a second Club volunteer or staff member or the guardian of the player(s) must be present.

A 'Person in Authority' is defined as an NCCP trained or certified coach, a screened volunteer, or other club representative with both a Criminal Record Check and Respect in Sport certification on Club record. The organization is meeting the Gold Standard for the Rule of Two if the Person in Authority is always an NCCP-trained or certified coach. Furthermore, the Club seeks to meet the Gold Standard for the Rule of Two defined by Canada Soccer by setting the following standards under this Policy:

Rule of Two: Travel

- A Person in Authority may not be alone in a car with an athlete unless the Person in Authority is the athlete's parent or guardian.
- A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in Authority is the athlete's guardian.
- Room or bed checks during overnight stays must be done by two Persons in Authority.

Rule of Two: Locker Room / Changing Area / Meeting Room

- Interactions between a Person in Authority and an individual athlete should not occur in any room where there is a reasonable expectation of privacy, a second Person in Authority should be present for all necessary interactions in any such room.
- If Persons in Authority are not present in such room, or if they are not permitted to be present, they should still be available outside the room and be able to enter the room or area if required.

Rule of Two: Training / Competition Environment

- A Person in Authority should never be alone with an athlete prior to or following a game or practice unless the Person in Authority is the athlete's own parent or guardian.
- If the athlete is the first athlete to arrive, the athlete's parent should remain until another athlete or Person in Authority arrives. Similarly, if an athlete would potentially be alone with a Person in Authority following a game or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another athlete) to stay until all the athletes have been picked up.
- If an adult is not available, then another athlete should be present in order to avoid the Person in Authority being alone with a single athlete.
- Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual athlete should always be doing so within earshot and eyesight of another Person in Authority.

Rule of Two: Gender Identity

- A Person in Authority who is interacting with athletes should be of the same gender identity as the athletes.
- For teams consisting of athletes of just one gender identity, a Person in Authority of the same gender identity should be available to participate or attend every interaction.
- For teams consisting of athletes of more than one gender identity (e.g., co-ed teams), a Person in Authority of each gender identity should be available to participate or attend every interaction.



Facility and Equipment Safety

The Club has adopted the Canada Soccer Guide to Safety policy verbatim as it applies to the safety of our facilities and equipment; specifically:

- Check and maintain the surface of the field to remove hazards
- Replace balls once their water-resistant qualities are lost
- Use appropriately sized balls for the age and gender of players

Portable Goal Safety

Goalposts of any size (including those which are portable) must always be anchored securely to the ground.

- Portable goalposts must be secured appropriately to prevent them from toppling forward. It is essential that under no circumstances children or adults should be allowed to climb, swing on, or play with the structures of the goalposts.

- Goalposts which are “home-made”, or which have been altered from their original size or construction should not be used. These have been the cause of a number of deaths and injuries.

Additional Safety references

- Concussion Policy
- Lightning Safety / Severe Weather Policy
- Environment Canada Video - Lightning Safety
- Players Wearing Casts Policy
- Insulin Pump Policy

Hotlines

The National Safe Sport Hotline is designed to ensure that Canadian sport participants of all levels compete in a safe and welcoming environment, resources are listed here: [www.http://abuse-freesport.ca/en/](http://abuse-freesport.ca/en/)

The Canada Soccer Association has an established independent whistleblower hotline, operated by a third party, which provides a secure manner for which to lodge complaints or share information anonymously.

Whistleblower Hotline: 1-800-661-9675 Email: whistleblower@canadasoccer.com

QUESTIONS

Questions about this policy may be directed to the Risk Manager: _____.