



North York Cosmos S. C.

Code of Conduct to Protect Children in Sport

By-Laws | Policies | Guidelines

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The North York Cosmos Soccer Club is a community based soccer club that believes that every participant should have the right to learn and play soccer in a safe, accessible and inclusive environment. We expect all members of our organization to follow the North York Cosmos guidelines and policies to ensure that every Player and Member feels safe on and off the field. Our policies and guidelines are adopted directly from Canada Soccer, Ontario Soccer and Commit to Kids recommendations and protocols.

Code of Conduct and Ethics

North York Cosmos adheres to the Canada Soccer **Code of Conduct and Ethics**. This is a set of Standards, Principles and Responsibilities that set an expectation that all participants within the North York Cosmos organization must uphold. All coaches, team personnel, players, parents, volunteers and club representatives play an important role in providing and maintaining a safe and positive environment. Additional information can be found in the following policies: Zero Tolerance; Screening and Harassment; Diversity, Equity and Inclusion; and Accessibility.

North York Cosmos S.C. understands that our most important role is to provide an environment where children feel safe and protected. The objective of the **Code of Conduct to Protect Children** is to prioritize the safety, rights and well-being of a child on a daily basis. The relationships that are formed between a Child (player) and Adult, whether it be a coach, volunteer, or another parent must be based on trust and respect. Our responsibility is to develop healthy relationships with children and to recognize and avoid all situations that would put any child at risk or in a vulnerable position. These guidelines are in place to protect both the Child and Adult so that Players can learn and thrive in an organization which puts the wellbeing of players first.

Rule of Two

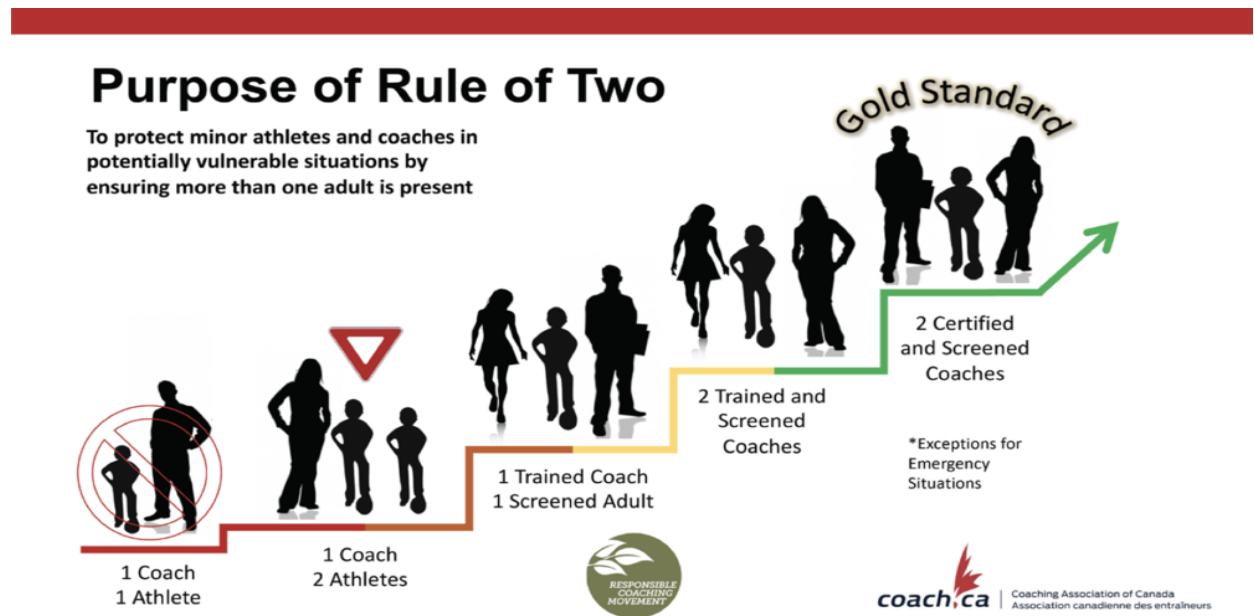
Adapted from Canada Soccer Association

The Rule of Two serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present at all times. Vulnerable situations can include closed doors meetings, travel, and training environments. Ultimately, the Rule of Two states that there will always be two screened and certified coaches/team personnel with an athlete, especially a minor athlete, when in a potentially vulnerable situation. This means that any one-on-one interaction between a coach and an athlete must take place within earshot and view of the second coach/team personnel, with the exception of medical emergencies.

In the event where screened and certified coaches/team personnel are not available, a screened volunteer, parent, or adult can be recruited. In all instances, one

coach/volunteer must reflect the genders of the athletes participating or be of an appropriate identity in relation to the athlete(s).

The following diagram depicts the “staircase approach” to the Rule of Two. While the Gold Standard is the preferred environment, it is not expected that it will be reached at all times. The alternatives presented, although increasing risk, are acceptable and would be considered to be in alignment with the Rule of Two. The one-on-one interaction between a coach and an athlete without another individual present, as depicted at the lowest stair in the diagram, is to be avoided in all circumstances.



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 in accordance with the North York Cosmos **Code of Conduct to Protect Children**.

It is important to monitor your own behaviour and that 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
- your interactions with children should be related to Soccer only with the intentions to train, develop and support the child's skills within the 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, please contact the Clubhouse directly or reach out to a Board Member to discuss the behaviour.

Examples of unacceptable behaviour towards a child are:

- 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 behaviour that goes against (or appears to go against) the North York Cosmos S.C. 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 North York Cosmos Manager, a Board Member, Child Welfare Agency, or law enforcement immediately.

What Constitutes Inappropriate Behaviour

1. **Inappropriate Communication.** Communication with a child or his/her family outside of the context of duties for the North York Cosmos S.C., 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, sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate).

4. **Taking Personal Photos/Videos without consent.** 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 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.

Inappropriate behaviour also includes:

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

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 North York Cosmos.

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 determine 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 North York Cosmos S.C. Board of Directors and Club Manager.

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 North York Cosmos Club Manager or a Board Member and we 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 and the North York Cosmos will appropriately follow up internally.

When an allegation or suspicion of inappropriate behaviour is made, the North York Cosmos will follow up on the matter, gather information on 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 North York Cosmos may refer the matter to a child welfare agency or police.

NORTH YORK COSMOS SOCCER CLUB

I agree to comply with the Code of Conduct to Protect Children for North York Cosmos Soccer Club.

Staff/Volunteer Name

Role within the Club

Staff/Volunteer signature

Date