



Protecting Children in Sport

Code of Conduct

INTRODUCTION

Chestermere United FC (CUFC) has developed the following Child Protection Code of Conduct to guide all personnel, including Volunteers and Staff, in their interactions with children. The safety, rights and well being of the children we coach, is at the core of our programs. Our goal is to nurture supportive relationships with children while encouraging appropriate boundaries.

WHY IS A CHILD PROTECTION CODE OF CONDUCT IS IMPORTANT?

- Our organization is committed to ensuring that all children are protected and safe.
- A Code of Conduct is a critical tool for creating safe environments for children.
- The safety, rights and well-being of all children participating in our programs is a priority in our day-to-day operations.
- The intent of the Code of Conduct is to guide our Volunteers and Staff in developing healthy relationships with the children involved in our organization's programs, and to model appropriate boundaries for children.

TREATING CHILDREN WITH DIGNITY AND MAINTAINING BOUNDARIES

All Volunteers and Staff *must*:

- ensure that all interactions with children, including that of peers and colleagues, are appropriate, respectful, and beyond reproach; and
- establish, maintain, and respect appropriate boundaries with all children and families involved in the programs delivered by CUFC.

All interactions and activities with children *must*:

- be approved by the Board of Directors;
- be known to parents;

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- be related to the role of Team Official within the game of Soccer;
- be designed to develop the child's soccer skills and enjoyment of the game of Soccer; and
- consider a child's reaction to any soccer activities, conversations, behaviours, or other interactions.

If at any time a Team Official is in doubt about the appropriateness of their or their peers' and colleagues' conduct, they should contact the Club Administrator, who is the designated Child Protection person within Chestermere United FC, for guidance and support.

EXAMPLES OF UNACCEPTABLE BEHAVIOUR TOWARD A CHILD:

- Physical or Sexual Abuse
- Harassment
- Bullying
- Embarrassment, mockery, or shaming
- Exclusionary or non-inclusive behaviours or attitudes
- Accusations, blaming or put-downs

GENERAL RULES OF BEHAVIOUR:

Volunteers and Staff of CUFC must **NOT**:

- Engage in any form of physical contact with a child that may make the child, or a reasonable observer, feel uncomfortable, or be seen to be violating reasonable boundaries.
- Engage in any communication with a child that may make the child feel uncomfortable, or that may be seen by a reasonable observer as violating reasonable boundaries.
- Engage in any behaviours that go against (or appears to go against) the presented policies, or Code of Conduct to Protect Children.
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour.

WHAT CONSTITUTES INAPPROPRIATE BEHAVIOUR:

Inappropriate behaviours include:

1. Inappropriate Communication:

- i) Telling sexual jokes to a child or making comments that may be interpreted in any way as suggestive, explicit, or personal.

ii) Showing a child material that is sexual in nature, including signs, cartoons, graphic novels, calendars, literature, photographs, or screensavers, displaying such material in plain view of a child, or making such material available to a child.

iii) Intimidating or threatening a child.

iv) Communicating with a child or their family outside of the context of the duties as a Team Official, being undertaken on behalf of the organization, regardless of who initiated the exchange.

i.e., personal phone calls not tied to the duties of a Team Official in the game of Soccer.

v) Electronic communications (email, text message, instant message, online chats, social networking including “friending”, etc.) involving the child, not related to the duties as a Team Official within the game of Soccer.

vi) Personal letters involving the child, not related to the duties as a Team Official within the game of Soccer.

vii) Excessive communications (online or offline), involving the child, not related to the duties as a Team Official within the game of Soccer.

2. Inappropriate Contact:

Spending unauthorized or excessive time with a child, not related to the duties as a Team Official, within the game of Soccer.

3. Favoritism:

Singling out a child or certain children and providing special privileges and attention.

i.e., paying significant attention to a child or certain children, giving, or sending personalized gifts, or allowing privileges that are excessive, unwarranted, or inappropriate.

4. Taking Personal Photos/Videos:

Use of a cell phone, camera, or video recorder to take pictures of a child, for personal use, or for the personal use of others is *strictly prohibited*.

Uploading or copying any pictures of a child to the Internet or a personal storage device is *strictly prohibited*.

Any pictures of players, groups of players, or teams, taken as part of the role of Team Official for CUFC, are the property of the organisation and may not be disseminated without the explicit consent of CUFC.

Any person who agrees to be a Volunteer or Staff with Chestermere United FC, agrees to adhere to and support this organisation's Code of Conduct for Protecting Children in Sport.