



## **Forza Soccer Academy Child Protection Code of Conduct**

### **Introduction**

Forza Soccer Academy is committed to providing a safe and secure environment for all children participating in our programs. The safety, rights, and well-being of children are paramount to our daily operations. This Child Protection Code of Conduct is adopted from the Commit to Kids Program and serves as a guide for our employees and volunteers in their interactions with children under the age of 18 engaged in any club activity at Forza Soccer Academy.

### **Importance of a Child Protection Code of Conduct**

The Child Protection Code of Conduct is a vital component of ensuring the safety of children in our programs. It sets clear guidelines for staff and volunteers on how to develop healthy relationships with children while maintaining appropriate boundaries. The Code aligns with the Forza Soccer Academy Rule of Two, Abuse and Safety policy, and Forza Soccer Academy Guide to Interacting with Children and Adolescents.

### **Treating Children with Dignity and Maintaining Boundaries**

All staff and volunteers must:

1. Treat all children with respect and dignity.
2. Establish, respect, and maintain appropriate boundaries with children and their families involved in our activities or programs.
3. Monitor their own behavior and that of their peers to ensure it is appropriate and respectful.
4. Seek approval from the board and parents for all interactions and activities involving children.
5. Ensure that all interactions are related to their duties and designed to develop the child's skills in the sport program.
6. Pay close attention to the child's reactions to any activities, conversations, or behavior, and address any doubts about appropriateness with the designated person within the organization.

### **Examples of Unacceptable Behavior Toward a Child**

The following behaviors are strictly prohibited:

1. Embarrassing, shaming, blaming, humiliating, or putting down children.
2. Engaging in physical contact that may make the child or a reasonable observer feel uncomfortable or violate reasonable boundaries. Physical contact should only occur within appropriate coaching or safety guidelines.
3. Engaging in any communication that may make the child uncomfortable or violate reasonable boundaries, both within and outside of duties.
4. Conducting any behavior that contradicts the organization's mandate, policies, or Code of Conduct, regardless of the individual's current role within the organization.

Conducting personal investigations into allegations or suspicions of illegal or inappropriate behavior. Any concerns should be reported to the designated person within the organization, Child Welfare Agency, or law enforcement for proper investigation.

### **Inappropriate Behavior**

Inappropriate behavior includes:

1. Engaging in unauthorized communication with a child or their family outside the context of organizational duties.
2. Spending unauthorized time with a child outside designated duties with the organization.
3. Showing favoritism to specific children, providing them with excessive privileges or attention.
4. Taking personal photos/videos of children with personal devices without proper authorization.
5. Making sexually suggestive, explicit, or personal comments to a child.
6. Showing children material of sexual nature or intimidating/threatening them.

### **Reporting Requirements**

All staff, volunteers, and parents must promptly report any suspected child sexual abuse or inappropriate behavior, whether personally witnessed or learned of from a third party.

1. For potentially illegal behavior witnessed first-hand, report promptly to the police and/or child welfare authorities.
2. For potential illegal behavior learned of, also report promptly to the police and/or child welfare authorities.
3. For inappropriate behavior witnessed first-hand or learned of, report to the Technical Director, Issa Dawoud (info@forzasocceracademy.ca).

Remember, if unsure about the nature of the behavior, discuss it with the designated person within the organization, who will provide guidance. It is essential to report all suspicions of potentially illegal behavior directly to the police and/or child welfare independently.