



CHILD PROTECTION CODE OF CONDUCT

Organization	Forza Soccer Academy
Primary Liaison for Child Protection	Issa Dawoud, Technical Director

1. Purpose

Forza Soccer Academy has developed this Child Protection Code of Conduct to guide employees, coaches, team personnel, volunteers, directors, and other representatives in their interactions with children. The safety, rights, and well-being of children participating in Forza programs are central to our operations. We seek to build supportive relationships with children while maintaining clear and appropriate boundaries.

2. Scope

This Code applies to all Forza Soccer Academy employees, coaches, team personnel, volunteers, directors, and other representatives who interact with children under 18 through Forza activities or in connection with their role with the organization.

3. Treating Children with Dignity and Maintaining Boundaries

All persons covered by this Code must:

- Treat all children with respect and dignity.
- Establish, respect, and maintain appropriate boundaries with children and families involved in Forza activities and programs.
- Monitor their own behaviour and remain attentive to the behaviour of peers to ensure interactions are appropriate, respectful, and reasonably perceived as such by others.

Interactions and activities with children should:

- be known to and approved by the Board, where applicable, and by the child's parent or guardian;
- be directly related to the individual's authorized duties with Forza Soccer Academy; and
- be designed to support the child's development within Forza programming.

Always consider the child's reaction to activities, conversations, behaviour, physical contact, and other interactions. If there is uncertainty about whether conduct is appropriate, the matter should be discussed with the Primary Liaison for Child Protection.

4. General Rules of Behaviour

Persons covered by this Code must not:

- engage in physical contact with a child that may make the child or a reasonable observer uncomfortable or that violates reasonable boundaries;
- engage in communications with a child, within or outside assigned duties, that may make the child uncomfortable or that a reasonable observer may consider a boundary violation;
- engage in behaviour that is inconsistent with Forza Soccer Academy's mandate, policies, safeguarding expectations, or this Code;
- conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour. The responsibility is to report, not investigate.

5. Inappropriate Behaviour

Inappropriate behaviour includes, but is not limited to:

- Inappropriate communication with a child or the child's family outside the context of authorized Forza duties, including personal calls, texts, emails, social-media contact, online chats, personal letters, or excessive communication not tied to the individual's role.
- Inappropriate contact, including spending unauthorized time with a child outside designated duties with Forza.
- Favouritism, including singling out a child for excessive or unwarranted attention, gifts, privileges, or special treatment.



- Taking or using personal photographs or videos of a child outside authorized organizational purposes. Images taken as part of assigned duties must be handled in accordance with Forza procedures and not used in a personal capacity.
- Telling sexual jokes to a child or making comments that are suggestive, explicit, or personal in a sexual manner.
- Showing or making available to a child sexual material or content.
- Intimidating, threatening, embarrassing, shaming, blaming, humiliating, putting down, or making fun of a child.

Inappropriate behaviour will not be tolerated. Whether particular conduct constitutes inappropriate behaviour will be considered in light of the circumstances, including the nature, context, pattern, and seriousness of the behaviour.

6. Primary Liaison for Child Protection

Forza Soccer Academy's designated Primary Liaison for Child Protection is:

Issa Dawoud

Technical Director

Email: issa@forzasocceracademy.ca

Phone: 306-716-6620

Concerns about inappropriate behaviour involving a child should be reported to the Primary Liaison for Child Protection. Where a concern or allegation involves the Primary Liaison, it should instead be reported to the Executive Director or the President of the Board of Directors, as appropriate.

7. Reporting Requirements

All staff and volunteers must report suspected child sexual abuse, potentially illegal behaviour, inappropriate behaviour, or concerning incidents that they become aware of, whether personally witnessed or learned about from a child or another person.

Potentially Illegal Behaviour

- Allegations or suspicions of potentially illegal behaviour, including suspected child sexual abuse, must be promptly reported directly to police and/or child welfare authorities.
- Police and/or child welfare authorities determine whether an allegation or suspicion requires further investigation.
- Individuals have an independent duty to report potentially illegal behaviour and must not conduct their own investigation.

Inappropriate Behaviour

- Allegations or suspicions of inappropriate behaviour must be reported to the Primary Liaison for Child Protection.
- If there is uncertainty about whether conduct may be potentially illegal or inappropriate, the Primary Liaison can support the reporting process; this does not replace an individual's independent duty to report suspected illegal behaviour to police and/or child welfare.

8. Follow-up on Reports

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or child welfare authorities will be notified as required, and Forza Soccer Academy will follow up internally as appropriate without interfering with an external investigation.

When an allegation or suspicion of inappropriate behaviour is reported, Forza Soccer Academy will follow up to gather appropriate information and determine whether formal or other disciplinary action is required. Recurring, multiple, or serious concerns may also be referred to child welfare authorities or police.

9. Compliance

All persons covered by this Code are expected to comply with its requirements and with other applicable Forza Soccer Academy safeguarding, conduct, and Safe Sport policies.

Approved by Forza Soccer Academy