



REPORTING INAPPROPRIATE CONDUCT

Forza Soccer Academy is committed to maintaining a safe and respectful environment for children and adolescents participating in our programs. Parents, coaches, team personnel, staff, volunteers, and other representatives are encouraged and expected, as applicable to their role, to raise concerns about inappropriate conduct. Staff and volunteers must report suspected child sexual abuse, potentially illegal behaviour, inappropriate behaviour, or concerning incidents they become aware of.

1. 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. This applies whether the conduct was witnessed first-hand or learned about from another person.

- The safety and well-being of the child takes precedence.
- Police and/or child welfare authorities determine whether an allegation or suspicion requires further investigation.
- Individuals must not conduct their own investigation.
- An individual's independent duty to report suspected potentially illegal behaviour is not replaced by internal reporting to Forza Soccer Academy.

2. Inappropriate Behaviour

Allegations or suspicions of inappropriate behaviour involving a child or adolescent, whether witnessed or learned about, must be reported to Forza Soccer Academy's Primary Liaison for Child Protection:

Issa Dawoud

Technical Director & Primary Liaison for Child Protection

issa@forzasocceracademy.ca

306-716-6620

Where a concern or allegation involves the Primary Liaison for Child Protection, the concern should instead be reported to the Executive Director or the President of the Board of Directors, as appropriate.

3. If You Are Unsure

If you are uncertain whether conduct may be potentially illegal or inappropriate, you may contact the Primary Liaison for Child Protection for support with the reporting process. This does not replace an individual's independent duty to report suspected potentially illegal behaviour directly to police and/or child welfare authorities.

4. What Happens After a Report

Forza Soccer Academy takes reports of inappropriate conduct seriously. Reports will be handled with appropriate care and discretion. Where a matter may involve potentially illegal behaviour, Forza will not interfere with the role of police or child welfare authorities. Internal follow-up or disciplinary action may occur as appropriate and in accordance with Forza policies.

5. Access to this Procedure

This reporting procedure is made available to parents and guardians, coaches, team personnel, staff, volunteers, and other members of the Forza Soccer Academy community through the organization's public policy resources.

Approved by Forza Soccer Academy