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| **Policy:**  **Code Of Conduct to Protect Children** | **Approved Date:**  **November 12,2024** | **Revision:**  **Original** |

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| **Policy Purpose: Code of Conduct to Protect Children is to guide Parkland Fusion FC Coaches, membership and Volunteers in their interactions with players. Parkland Fusion FC want to build relationships with players by balancing and encouraging health boundaries. The safety and rights of our players is of the utmost importance to Parkland Fusion FC.** |
| **Policy Scope: This policy if for all Parkland Fusion FC members, players, coaches and volunteers.** |
| **Policy Statement: Parkland Fusion FC is committed to creating a safe place for players of all ages. This Code of Conduct is important to creating this safe and fearless culture when players feel valued and have the ability to report any inappropriate behavior. The intent of this policy is to outline acceptable behavior while still allowing coaches to build meaningful relationships with players while still respecting boundaries of players.** |

**All Parkland Fusion FC members, Coaches and Volunteers must**

* Treat all minors/players with dignity and respect.
* Create and maintain appropriate boundaries by establishing respectful and appropriate relationships with minors/player.
* Always adhere to this policy.
* Monitor all interactions with minors and ensure that these interactions are respectful and appropriate.
* Report all inappropriate behaviors to the appropriate authorities, this is a legal responsibility when working with minors.

**Parkland Fusion FC Coaches and Volunteers interactions with minors/players**

* Should be known to the parents of the child.
* Must be in relation to your duties as a coach or volunteer.
* These interactions must be in for the best interest of the Minor/player for their growth.
* If any interactions may be in question, it is your duty to report this to the board of directors. president@parklandfusionfc.ca

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| Unacceptable behavior toward minors/players | Acceptable behavior toward minors/players |
| * Shaming * Bullying * Humiliation * Physical contact * Communicating with players outside of coaching duties that parents are unaware of. * Telling of inappropriate jokes * Intimidation and or threatening | * Encouraging * Respectful * Fair * Equitable |

* Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behavior – it is a staff/volunteer’s duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

**Inappropriate behavior includes**

1. **Inappropriate Contact**. Spending time outside coaching duties and not following the Rule of Two Policy.
2. **Inappropriate Communication**. Communication with a player that his/her parents or guardians are unaware of and that are outside of regular coaching duties. For example:

* Social media communications
* Personal phone calls outside any coaching duties.
* Electronic messaging that includes but not limited to (email, text message, instant message, and online chats etc.)
* And any other excessive communications (online or offline) outside coaching duties

1. **Inappropriate Contact**. Parkland Fusion FC does not condone any contact with players outside of team related activities.
2. **Special treatment**. Singling out a player and providing special privileges and attention is not acceptable. (For example, paying extra attention to players, giving of gifts, or having extra one on one sessions with players that are not monitored by parents/guardian.)
3. **Videos and photos**. Using person phone to take picture and or videos is not acceptable unless it is part of coaching duties. If videos and pictures are taken for purposes of coaching, they are properties of Parkland Fusion FC and must be deletes of the devise immediately.

**Inappropriate behavior will not be tolerated, especially as it relates to the well-being of the children involved in activities delivered by Parkland Fusion FC**

**Reporting Process**

**All Parkland Fusion FC Coaches, Members and volunteers have a legal obligation to report and and all suspected child sexual abuse, inappropriate behavior or incidents that they are aware of or become aware of. This include if they witnessed the incident or just heard about it.**

Where to report:

1. All allegations or suspicions of **potentially illegal behavior** (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 behavior** that a staff/volunteer learns of must also be promptly reported to police and/or child welfare. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.
3. All allegations or suspicions of **inappropriate behavior** that a staff/volunteer learns of or witnesses first-hand, must be reported to Parkland Fusion FC President.

If you are not sure whether the issue you have witnessed or heard is illegal in nature it is best to ask the question. If you have any incidents like this, please connect with Parkland Fusion FC President and the decision can be made at that time. **Please remember you have and duty to report all suspicions of potentially illegal behavior directly to police and/or child welfare.**

[**How to help and report child abuse, neglect and sexual exploitation | Alberta.ca**](https://www.alberta.ca/how-to-help-and-report-child-abuse-neglect-and-sexual-exploitation)