



BRYST FOOTBALL ACADEMY

Child Safety Policy

(Aligned with Canada Soccer Safe Sport and Club Licensing Requirements)

1. Purpose

The purpose of this policy is to affirm Bryst Football Academy's unwavering commitment to safeguarding the welfare, rights, and dignity of all children and youth involved in our programs.

Bryst Football Academy recognizes its legal and moral responsibility to create a **safe, positive, and inclusive environment** where all players—especially minors—are protected from **abuse, neglect, exploitation, and inappropriate conduct**.

This policy reflects the standards set forth by:

- **Canada Soccer Safe Sport Roster**
- **Canada Soccer Guide to Safety**
- **Canada Soccer's Code of Conduct and Ethics**
- **Ontario Soccer Policies**
- **Rule of Two and Responsible Coaching Movement principles**

2. Scope

This policy applies to all individuals associated with Bryst Football Academy, including:

- Players under the age of 18
- Coaches, managers, and team personnel
- Volunteers, contractors, and employees
- Parents, guardians, and caregivers
- Board members and administrative staff

3. Guiding Principles

Bryst Football Academy is guided by the following principles:

- **Child-Centred:** The best interests and wellbeing of the child are always the primary concern.
- **Zero Tolerance:** There is zero tolerance for any form of abuse, harassment, or neglect.
- **Safe Sport:** All participants deserve to train, compete, and socialize in an environment that is safe, respectful, and supportive.
- **Shared Responsibility:** Child safety is everyone's responsibility—staff, volunteers, parents, and players.
- **Transparency and Accountability:** Concerns or allegations will be addressed promptly, confidentially, and in accordance with proper procedures.

4. Definitions

Child / Youth: Any individual under the age of 18.

Abuse: Any behaviour that causes harm or potential harm to a child's physical, emotional, or psychological wellbeing.

Forms of abuse include, but are not limited to:

- **Physical abuse** (e.g., hitting, shaking, unreasonable physical punishment)
- **Emotional abuse** (e.g., threats, humiliation, rejection)
- **Sexual abuse** (e.g., inappropriate touching, exposure, exploitation)
- **Neglect** (e.g., failure to provide necessary care, supervision, or protection)

Inappropriate Conduct: Behaviour that violates Canada Soccer's Codes of Conduct or fails to uphold the Rule of Two, even if it does not meet the definition of abuse.

5. Safe Sport and Rule of Two Compliance

Bryst Football Academy fully adheres to the **Rule of Two**, ensuring:

- A coach is never alone with a player in a one-on-one setting without another screened adult present.
- All interactions with minors (including electronic communications) are **open, observable, and justifiable**.
- Meetings, travel, and training environments are structured to prevent isolation or private, unsupervised contact.

6. Screening and Training Requirements

To ensure a safe environment:

- All adults working with children must complete **Vulnerable Sector Screening** and provide valid police background checks.
- All staff, coaches, and volunteers must complete **Respect in Sport for Activity Leaders** and **Safe Sport Training** prior to assuming their duties.
- Screening must be renewed in accordance with **Canada Soccer's Screening Policy** and tracked by Bryst's HR department.

7. Supervision and Conduct Expectations

- Coaches and staff must always maintain professional boundaries.
- Physical contact must be appropriate to the situation (e.g., injury assistance or congratulatory gestures) and never of a sexual nature.
- Overnight travel or billeting requires parental consent and must comply with Canada Soccer's **Travel and Accommodation Standards**.
- No adult shall consume or be under the influence of alcohol, cannabis, or illegal substances during any activity involving minors.
- Communication with minors (including digital and social media) must be **professional, transparent, and related to soccer activities only**.

8. Recognizing and Reporting Concerns

All individuals have a duty to report any concern or suspicion of abuse or inappropriate conduct.

Reports may include:

- Physical injury without reasonable explanation
- Signs of fear or distress around certain adults
- Disclosure of abuse by a child or youth
- Breach of the Rule of Two or inappropriate communications

Reporting Process:

1. **Immediate safety first** – If a child is in immediate danger, call **911**.

2. **Internal report** – Notify the **Bryst Child Safety Officer** or **Club Director** as soon as possible.
3. **External report** – Contact **Children’s Aid Society** or **local child protection authorities** if there is suspicion of abuse.
4. **Documentation** – All reports must be documented using the **Bryst Incident Report Form**.

Reports will be managed confidentially, in accordance with privacy laws and Canada Soccer’s **Discipline, Complaints, and Appeals Procedures**.

9. Responsibilities

a) Club Management

- Maintain and enforce all Safe Sport policies.
- Designate a **Child Safety Officer** trained in reporting and safeguarding procedures.
- Ensure all staff meet screening and training obligations.

b) Coaches and Team Officials

- Comply with all Safe Sport, Rule of Two, and Code of Conduct requirements.
- Create a positive, inclusive, and respectful team culture.
- Report any suspicion or breach immediately.

c) Parents and Guardians

- Support Bryst’s child protection standards.
- Monitor communications and behaviour between staff and their children.
- Report any concerns promptly to the Club’s designated officer.

d) Players

- Treat others with respect and dignity.
- Report any conduct that makes them feel uncomfortable or unsafe.

10. Response to Allegations or Incidents

- Allegations involving criminal behaviour will be referred to law enforcement immediately.
- Non-criminal concerns will be managed in accordance with **Canada Soccer’s Complaint Management and Discipline Policies**.
- Individuals accused of misconduct may be suspended from duties pending investigation.

- All actions and outcomes will be documented and stored securely.

11. Education and Awareness

Bryst Football Academy is committed to:

- Providing ongoing education on child safety, boundaries, and safe sport principles.
- Promoting awareness of Canada Soccer's **Safe Sport Framework, Rule of Two**, and **Respect in Sport** programs.
- Displaying Safe Sport information prominently on the club's website, facility notice boards, and registration materials.

12. Review and Continuous Improvement

This policy will be reviewed annually or as required to reflect:

- Updates to **Canada Soccer's Safe Sport and Club Licensing Standards**
- Changes in child protection laws or best practices
- Feedback from athletes, parents, and staff

13. Approval and Implementation

This Child Safety Policy was reviewed and approved by the **Bryst Football Academy Board of Directors**.