



Guidelines for Appropriate and Inappropriate Conduct Between Adults/Adolescents and Children

1. Purpose

The purpose of this policy is to ensure that all interactions between adults, adolescents, and children within **BRYST** are safe, respectful, and consistent with the **Canada Soccer Guide to Safety and Safe Sport Principles**.

These guidelines are intended to **protect players, coaches, volunteers, and staff** by establishing clear expectations for appropriate conduct and preventing situations that could lead to abuse, misconduct, or misinterpretation.

2. Scope

This policy applies to all individuals associated with BRYST, including:

- Coaches, team managers, trainers, and members
- Referees, staff, and administrators
- Players and participants (of all ages)
- Parents and guardians

It covers all club-related activities, including practices, games, tournaments, travel, online communications, and social events.

3. Guiding Principles

BRYST upholds the following core principles in alignment with **Canada Soccer's Safe Sport Guidelines**:

- All interactions between adults, adolescents, and children must be **open, transparent, and appropriate**.
- Power imbalances between adults and minors must be recognized and managed responsibly.

- Relationships within the club must promote **trust, safety, and respect** always.
- Physical contact, communication, and mentorship must always serve the **athlete's well-being and development**.

4. Appropriate Conduct

4.1 General Behaviour

- Treat all players with respect, fairness, and dignity.
- Use positive and constructive language to encourage learning and development.
- Always maintain clear professional boundaries.
- Conduct all interactions in observable and interruptible settings (e.g., open spaces, with others present).
- Uphold BRYST's Code of Conduct and the principles of *Safe Sport*.

4.2 Communication

- Communicate with players through official club platforms, group messages, or parent-inclusive channels.
- Use language that is professional, neutral, and age appropriate.
- Copy parents or guardians on all communications with minors.
- Use social media responsibly— do not engage in private messaging or “friending” players under 18.

4.3 Physical Contact

- Physical contact should only occur when necessary for instruction, safety, or first aid, and should always be **brief, appropriate, and explained** to the athlete.
- Examples of appropriate contact:
 - Handshake, high-five, or fist bump after a game.
 - Corrective positioning of an athlete *only when essential for instruction and with consent*.
 - First aid administered with another adult present whenever possible.
- Always seek consent and respect an athlete's personal space.

4.4 One-on-One Interactions

- Whenever possible, avoid being alone with a minor.
- Hold meetings or conversations with youth in public or visible areas.

- If one-on-one interaction is unavoidable (e.g., due to injury discussion or private feedback):
 - Notify another staff member or parent.
 - Keep doors open and ensure visibility.
 - Keep discussions short, relevant, and professional.

4.5 Travel and Supervision

- During team travel, adults should not share accommodations with athletes.
- Maintain appropriate adult-to-athlete supervision ratios as per Canada Soccer standards.
- Ensure gender-appropriate supervision for overnight events.
- Obtain parental consent for all travel and off-field activities.

5. Inappropriate Conduct

The following behaviours are **strictly prohibited** and may result in disciplinary action or dismissal:

5.1 Behavioural Misconduct

- Any form of physical, sexual, or emotional abuse or harassment.
- Shouting, belittling, or using language intended to shame or intimidate.
- Favouritism or singling out an athlete for personal attention or rewards.
- Using alcohol, tobacco, or drugs in the presence of minors.

5.2 Inappropriate Communication

- Private texting, messaging, or social media contact with minors.
- Sharing or requesting personal photos, jokes, or inappropriate material.
- Making suggestive, sexual, or discriminatory comments.
- Discussing personal or private matters unrelated to sport development.

5.3 Boundary Violations

- Spending unnecessary time alone with a child or adolescent.
- Offering rides to individual players without prior parental consent.
- Meeting minors outside of official club activities.
- Allowing physical contact (e.g., hugging, touching) that could be perceived as sexual or intrusive.

6. Reporting and Response

BRYST maintains a **zero-tolerance policy** toward inappropriate conduct.

Any individual who witnesses or suspects a breach of these guidelines must report it immediately to:

- A **Club Executive Member**, email belinda@brystsoccer.com

Reports are handled confidentially and in accordance with Canada Soccer's *Safe Sport and Whistleblower Policies*.

No retaliation will be tolerated against anyone who raises a concern in good faith.

7. Training and Education

- All BRYST coaches, volunteers, and staff are required to complete **Canada Soccer's Safe Sport, Respect in Sport, and Rule of Two** training modules.
- Regular refreshers and workshops are provided to reinforce appropriate conduct and prevent boundary violations.
- Players and parents are educated on their rights and how to identify and report misconduct.

8. Monitoring and Accountability

- The **BRYST Board of Directors** and **Safe Sport Officer** oversee compliance with these guidelines.
- Annual reviews ensure alignment with updated **Canada Soccer** and **Ontario Soccer** policies.
- Disciplinary action will be taken for violations, up to and including suspension or termination of membership.

9. Conclusion

BRYST is unwavering in its commitment to maintaining a safe, respectful, and transparent environment for all participants.

By following these guidelines — in alignment with the **Canada Soccer Guide to Safety** — we uphold the highest standards of professionalism, integrity, and care in our relationships with children and youth.

Our collective responsibility is to ensure that every participant feels **safe, supported, and valued** within the BRYST community.