



Implementation of Canada Soccer Guide to Safety

1. Introduction

BRYST is committed to upholding the highest standards of safety, respect, and inclusion in alignment with the **Canada Soccer Guide to Safety** and **Safe Sport Framework**.

This document outlines the policies and procedures BRYST has implemented to ensure the protection, well-being, and equitable treatment of all participants within our programs. Our objective is to create a culture where every player, coach, and volunteer can thrive in an environment that is **safe, inclusive, and respectful**.

2. Safe Sport Policy

2.1 Purpose

The purpose of this policy is to affirm BRYST's dedication to implementing the **Canada Soccer Safe Sport Guidelines** to promote a secure and positive environment for all participants.

We are committed to fostering a culture where players can enjoy soccer free from harm, misconduct, or discrimination, and where all individuals understand their rights and responsibilities regarding safety.

2.2 Scope

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

- Coaches, technical staff, and volunteers
- Players and parents/guardians
- Officials and administrators
- Board and committee members

It covers all BRYST activities, events, and communications, both in person and online.

2.3 Commitment to Safety

BRYST Soccer Club embraces the following principles set forth by Canada Soccer:

- The right of every participant to a safe, positive, and respectful environment.
- Zero tolerance for abuse, harassment, or misconduct.
- Transparent, fair, and accountable practices in all club operations.

We are dedicated to proactive education, clear reporting mechanisms, and continuous improvement in safeguarding practices.

2.4 Key Implementations

- **Screening and Recruitment:** All staff and volunteers undergo screening and vulnerable sector checks.
- **Training:** Mandatory completion of Safe Sport and Respect in Sport education for all coaches and team staff.
- **Code of Conduct:** A clearly defined Code of Conduct outlines expectations for appropriate interactions between adults, adolescents, and children.
- **Reporting and Response:** Safe, confidential, and accessible reporting procedures are in place for all participants.
- **Monitoring:** Annual policy reviews ensure compliance with Canada Soccer's evolving standards.

3. Anti-Bullying Policy

3.1 Purpose

The purpose of this policy is to prevent and address all forms of bullying within BRYST Soccer Club in alignment with the **Canada Soccer Guide to Safety**.

We aim to ensure that all participants can enjoy soccer in a supportive and inclusive environment where respect and fair play are upheld.

3.2 Definition of Bullying

Bullying is defined as **deliberate, hurtful, and repeated behaviour intended to cause harm, fear, or distress to another person or group**, typically involving an imbalance of power.

Forms of bullying include:

- **Verbal:** Insults, threats, or discriminatory remarks.
- **Physical:** Pushing, hitting, or damaging property.
- **Social:** Exclusion, gossip, or reputational harm.
- **Cyberbullying:** Use of digital platforms to harass or intimidate.

3.3 Prevention and Education

- **Training:** All coaches, staff, and volunteers complete education in Safe Sport and Respect in Sport programming, including anti-bullying awareness.
- **Culture of Respect:** BRYST promotes empathy, teamwork, and bystander responsibility through all team activities.
- **Communication:** Club materials and signage emphasize respect, inclusion, and zero tolerance for bullying.

3.4 Reporting Procedures

- Reports may be made to the **Head Coach, Team Manager, Safe Sport Officer, or Club Executive Director**.
- All reports are treated confidentially and reviewed promptly.
- Retaliation against any individual who reports bullying in good faith is strictly prohibited.

Appropriate action — including mediation, education, or disciplinary measures — will be taken based on the nature of the incident.

3.5 Responsibilities

Role	Responsibilities
Board of Directors	Oversight of anti-bullying policy and enforcement.
Safe Sport Officer	Receives, investigates, and manages reports.
Coaches & Team Staff	Model respectful behaviour and address bullying immediately.
Players & Parents	Uphold club values and report concerns promptly.

4. Accessibility, Equity, and Inclusion Policy

4.1 Purpose

This policy outlines BRYST's commitment to accessibility and inclusion in accordance with the **Canada Soccer Guide to Accessibility and Inclusion**.

We believe every individual should have the opportunity to experience the benefits of soccer in an environment that values **diversity, fairness, and belonging**.

4.2 Scope

This policy applies to all BRYST members — players, coaches, staff, volunteers, and administrators — and covers all programs, events, and communications.

4.3 Commitment to Accessibility and Inclusion

BRYST provides programming that directly supports underrepresented and marginalized groups, ensuring equitable access to the sport.

Through initiatives such as the **First Touch Program** and **All Abilities Soccer4Me Program**, BRYST offers year-round opportunities for youth who may otherwise face barriers to participation.

The Club is also committed to ensuring that all members, coaches, and staff are informed about and compliant with the **Accessibility for Ontarians with Disabilities Act (AODA)** and BRYST's **Equity, Diversity, and Inclusion Policies**.

4.4 Implementation and Practices

- Programs are designed to accommodate players of varying needs and abilities through adaptive coaching and inclusive scheduling.
- Club materials and registration processes are accessible and barrier-free.
- BRYST collaborates with community organizations to engage underrepresented youth.
- Staff are empowered to identify and remove participation barriers.

4.5 Education and Awareness

- Regular AODA and inclusion training for coaches and staff.
- Promotion of inclusive practices through meetings, newsletters, and workshops.
- Reinforcement of respectful communication and equitable participation.

4.6 Monitoring and Continuous Improvement

BRYST reviews its inclusion initiatives annually to ensure alignment with **Canada Soccer** and **AODA** standards. Feedback from participants, parents, and community partners informs ongoing development and improvement.

5. Oversight and Accountability

The **BRYST Board of Directors**, maintain oversight of all Safe Sport, Anti-Bullying, and Inclusion initiatives.

BRYST ensures that policies are regularly reviewed, updated, and communicated to the entire membership. Compliance with Canada Soccer, Ontario Soccer, and provincial legislation remains a top priority.

6. Conclusion

BRYST is proud to lead by example in the areas of safety, respect, accessibility, and inclusion. By implementing the **Canada Soccer Guide to Safety** and its related frameworks, BRYST continues to build a community where all participants feel **valued, protected, and empowered** to achieve their full potential — both on and off the field.

For Questions or Reporting a Concern:

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