



BRYST

Code of Conduct to Protect Children in Sport

Effective Date: January 2024

About this Code of Conduct to Protect Children

What is it?

Child Protection Code of Conduct is a component of the *Commit to Kids: Sport Edition*—a supplementary resource of the Commit to Kids™ child sexual abuse prevention program. The objective of developing and implementing such a Code of Conduct is to help increase the safety of the children in our care. The Code of Conduct ultimately adopted by our organization should establish boundaries for all employees/volunteers in your organization interacting with children, assist individuals in identifying concerning behaviour, and clarify the steps they should take to address such behaviour.

When Should it be Used?

Code of Conduct is intended for use after our organization has gone through the *Commit to kids: Sport Edition for sport organization's* guide.

How Should I Use it?

The Child Protection Code of Conduct is a sample that is meant to be used as a starting point only and must be tailored by our organization to meet its unique needs. It is not intended to be exhaustive or prescriptive, nor is it meant to anticipate every risk our organization may face. It is intended and expected that our organization will amend and adjust the content to meet its needs.

Code of Conduct to Protect Children

Introduction

Bryst Football Academy has developed Child Protection Code of Conduct Protocol including Canada Soccer Code of Conduct and Ethics and supportive materials (Guideline for Appropriate and Inappropriate Conduct between Adults/ Adolescents and Children, Child Protection Questionnaire, Child Safety Policy, etc.) to guide our staff/members in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily programs. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

Why a Child Protection Code of Conduct is important?

Our organization is committed to ensuring all children are protected and safe. The Code of Conduct is an important part of creating safe environments for children. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

The intent of the Code of Conduct is to guide our staff in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

Treating Children With dignity and Maintaining Boundaries

All staff must:

- Treat all children with respect and dignity
- Establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by the organization

It is important to monitor our own behaviour towards children and pay close attention to the behaviour of our peers to ensure that behaviour is appropriate and respectful and will be perceived as such by others.

All of our interactions and activities with children:

- should be known too, and approved by the board, where applicable, and the parents of the child
- tied to our duties, and
- designed to develop the child's skills in the sport program

Always consider the child's reaction to any activities, conversations, behaviour or other interactions. **If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should discuss it with Safe Sport Lead: John Paolucci, email: safety@bfa-soccer.com, the designated person within the organization.**

Examples of unacceptable behaviour toward a child:

- embarrassing
- shaming
- blaming
- humiliating
- putting them down

Primary Liaison for Child Protection
& Safe Sport Lead: John Paolucci
safety@bfa-soccer.com

General rules of Behaviour

Staff of our organization must not:

- Engage in any sort of physical contact with a child that may make the child or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with a child within or outside of duties with the child, that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) our organization's mandate, policies, or Code of Conduct to Protect Children, regardless of whether they are serving the organization at that moment
- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is a staff volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

What Constitutes inappropriate Behaviour

Inappropriate behaviour includes:

1. **Inappropriate Communication.** Communication with a child or his/her family outside of the context of duties for the organization, regardless of who initiated the exchange. For example:
 - Personal phone calls not tied to duties with the child
 - Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child
 - Personal letters not tied to duties with the child
 - Excessive communications (online or offline)

2. **Inappropriate Contact.** Spending unauthorized time with a child outside of designated duties with the organization.
3. **Favoritism.** Singling out a child or certain children and providing special privileges and attention. (for example, paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate.)
4. **Taking Personal Photos/Videos.** Using a personal cell phone, camera or video to take pictures of a child, or allowing any other person to do so, as well as uploading or copying any pictures you may have taken of a child to the Internet or any personal storage device. Pictures taken as part of your job duties are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.

Inappropriate behaviour also includes:

5. Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit or personal.
6. Showing a child material that is sexual in nature, including signs, cartoons, graphic novels, calendars, literature, photographs, screen savers, or displaying such material in plain view of a child, or making such material available to a child
7. Intimidating or threatening a child
8. Making fun of a child

Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of our children involved in activities or programs delivered by our organization.

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the organization having regard to all the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

Reporting requirements

All staff must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

Where to report:

1. All allegations or suspicions of **potentially illegal behaviour** (for example, child sexual abuse) that a staff member 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 behaviour** that a staff 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 behaviour** (see above examples), that a staff learns of or witnesses first-hand, must be reported to: **Safe Sport Lead: John Paolucci: safety@bfa-soccer.com**

Keep in mind that you may learn of potentially illegal or inappropriate behaviour through the child or some other third party, or you may witness it first-hand. Examples of the type of behaviour you may learn of or witness and that you must report as set out above include:

- a. Potentially Illegal behaviour by a Staff of the organization
- b. Potential Illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with John Paolucci, email: safety@bfa-soccer.com, Managing Partner and Vice President and Safe Sport Lead, who will support you through the process. Remember: You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.

Follow up on reporting

When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. Our organization will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, our organization will follow up on the matter to gather information about what happened and determine what, if any, formal or other disciplinary action is required.

In the case of inappropriate behaviour, if:

- multiple behaviours were reported
- inappropriate behaviour is recurring, or
- the reported behaviour is of serious concern

our organization may refer the matter to a child welfare agency or police.

I agree to comply with the Code of Conduct to Protect Children for Bryst Football Academy.



Staff signature

Oct.20.2025

Date