

## MSC Code of Conduct to Protect Children

The Markham SC has developed the following policy to guide our employees and volunteers in their interactions with children to ensure their safety, rights and well being. Ensuring that all children are protected and safe is the priority of our daily operations.

### **Treat Children with dignity & maintain boundaries**

- Treat all children with respect and dignity
- Establish and maintain appropriate boundaries with all children and families that are involved in activities with our organisation

### **All interactions with children**

- Should be known to, and approved by the board of directors and where applicable the parents of the child
- Tied to the scope of your duties
- Designed to benefit the needs of the child

Always consider the child's reactions to your interactions. If you are ever in doubt about the appropriateness of your behaviour, or the behaviour of others you should discuss it with MSC's Child Protection Liaison.

Examples of inappropriate behaviour include: criticizing, embarrassing, shaming, putting down, humiliating

### **General Rules of Behaviour**

Staff & volunteers of the Markham Soccer Club must not:

- Engage in any sort of physical contact with a child that may make the child, or a reasonable observer feel uncomfortable
- Engage in any behaviour or activities that goes against (or appears to go against) the Markham Soccer Club's mandate, policies, or Code of Conduct regardless of whether or not they are serving the organization at that moment
- Engage in any communication with a child either within or outside of their duties that may make the child uncomfortable or be seen by a reasonable observer to be violating reasonable boundaries
- Conduct their own investigations into allegations or suspicions of inappropriate or potentially illegal behaviour – it is their duty to report the matter to the Child Protection Liaison, Child Welfare, or the police.

### **What is inappropriate Behaviour?**

Inappropriate behaviour includes, but is not limited to:

- Communication with a child or their family outside of the context of duties for the Markham Soccer Club, regardless of who initiated contact. For example:
  - Personal phone calls not tied to duties with the child

- Electronic communications (emails, texts, social networking) or personal letters not tied to duties with the child
- Inappropriate Contact – spending time with a child outside of designated duties with the organization
- Favouritism – singling out a child or providing special attention or privileges. (i.e. giving or sending gifts, allowing privileges that are excessive, unwarranted or inappropriate, paying a lot of attention to)
- Taking Personal Photos/Videos. Using a personal cell phone, camera or video to take images of a child or allowing another person to do so. Pictures taken as part of your job duties are acceptable, however, the pictures are to remain with the organization and not be use by you in a personal capacity.
- Telling sexual jokes, or making comments to a child that are in any way suggestive, explicit or personal
- Showing a child material that is sexual in nature, including: signs, cartoons, photos, literature, screen savers, or displaying such material in plain view, or making such material available to a child
- Intimidating or threatening a child
- Making fun of a child

**Inappropriate behaviour will not be tolerated as it relates to the well-being of the children involved in the programs and activities with the Markham Soccer Club.**

Whether or not a particular action or behaviour constitutes inappropriate behaviour will be determined by the Markham Soccer Club having regard to all of the circumstances.

### **Reporting Requirements**

All employees & volunteers, parents or other members of the Markham Soccer Club have a duty to report any inappropriate incidents or behaviour they become aware of whether or not these incidents were personally witnessed.

- Suspicions of potentially illegal behaviour that are witnessed first hand must be reported directly to the police and/or child welfare.
- All allegations or suspicions that an employee/volunteer learns of must also be reported to the police and/or child welfare. They will make the determination as to whether the allegation or suspicion requires further investigation.
- Allegations or suspicions of inappropriate behaviour that are learned of, or experienced first hand must be reported to the MSC Child Protection Liaison.

**If you are not sure whether the behaviour that was witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour please contact the Child Protection Liaison who will provide you with support.**

The Child Protection Liaison can be contacted by phone at 905-472-2869 x 314. In person at our office 50 Anderson Ave, Markham, or via e-mail at [info@markhamsoccer.org](mailto:info@markhamsoccer.org).

All communications will be treated confidentially and on a “need to know” basis.