

**Reference:**

- Canada Soccer Guide to Safety
- Guidelines for Adults Interacting with Children in Sport (Commit2kids, 2020)

MAC United has developed the following Child Protection Code of Conduct to guide our employees/ volunteers 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

MAC United is committed to ensuring all children are protected and safe. A 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/volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children

All MAC United Staff, coaches and volunteers are to establish appropriate boundaries with players/children and their families. Parents are encouraged to come during practices and games. MAC United Staff, coaches and volunteers are required to monitor their own behavior towards players to ensure that their behavior is appropriate and respectful.

Coaches, volunteers and parents are responsible for their behavior. At any point you are in doubt about the appropriateness of their behavior or others please contact MAC United Management.

- **Examples of Appropriate behavior:**
  - Practices are open to observation from the parents
  - Supportive, encouraging and respectful tone and attitude towards players and parents
  - Modeling professional physical and emotional boundaries
  - Interactions with players are goal-oriented
  - Communication with children (face-face or through virtual/electronic) is transparent

- **Examples of inappropriate behavior**

- Using a disrespectful tone & attitudes
- Humiliating, intimidating or giving sexualised attention to players
- Making inappropriate jokes
- Inappropriate touching of children (e.g., massaging, stroking, caressing, roughhousing and tickling)
- Asking players to keep secrets and confiding or oversharing personal information to players
- Isolating players from the team and showing favoritism
- Engaging in physical contact that makes the child/player feel uncomfortable and violates their boundaries
- Engaging in behavior that goes against the club's code of conduct
- Taking personal pictures and uploading the pictures on the internet or storing it on their personal storage-Pictures can be taken as part of your job duties are acceptable. Parents have signed a consent form on whether they would like their pictures posted on social media.

**Reporting Requirements:**

1. All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff/volunteer 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 behavior that a staff/volunteer 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 behavior (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to the designate for the sport organization

Keep in mind that you may learn of potentially illegal or inappropriate behavior through the child or some other third party, or you may witness it first-hand.

Examples of the type behavior you may learn of or witness and that you must report as set out above includes:

1. a. Potentially Illegal behavior by a Staff/Volunteer of the organization
2. b. Potential Illegal behavior 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 behavior or inappropriate behavior, discuss the issue with the designated person within your organization who will support you through the process.

Remember: You have an independent duty to report all suspicions of potentially illegal behavior directly to police and/or child welfare

When an allegation or suspicion of potentially illegal behavior is reported, police and/or a child welfare agency will be notified. The sport organization will follow up internally as appropriate. When an allegation or suspicion of inappropriate behavior is made, the sport 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 behavior, if:

- Multiple behaviors were reported
- Inappropriate behavior is recurring or the reported behavior is of serious concern the organization may refer the matter to a child welfare agency or police.