



MUSC Child Protection Code of Conduct

MUSC's Child Protection Code of Conduct is designed to ensure that all players enjoy a safe, rewarding, and positive soccer experience by clearly outlining our staff and volunteers in every interaction with children. The safety, rights, and physical and psychological well-being of our children are fundamental to our responsibility as a club and their leaders. MUSC believes strongly in creating impactful and supportive relationships with children while ensuring appropriate adult-player boundaries.

First and foremost, MUSC strives to ensure that all our players are protected and safe. A Code of Conduct provides a transparent framework and guidelines to create a safe environment for children. This Code of Conduct guides the Club's staff and volunteers in a position of trust, develop healthy relationships with the children involved in MUSC's programs and model appropriate boundaries for children.

All club leaders and volunteers must read and acknowledge our Child Protection Code of Conduct before the start of every season.

TREATING CHILDREN WITH RESPECT AND DIGNITY WHILE MAINTAINING APPROPRIATE BOUNDARIES

It is not only your responsibility as a leader with MUSC to ensure that all your interaction and behaviour with players is appropriate and respectful, but also your responsibility to ensure your peers' interactions ensures the safety and well-being of all children.

All staff and volunteers must:

- Treat each child with respect and dignity in every interaction
- Establish, respect, and ensure appropriate boundaries with all children and families at all activities and programs delivered by MUSC.

Every interaction and activity with children should be:

- Known to MUSC and the parents of the child
- Explicitly tied to your role and duties
- Designed to develop the child's skills within MUSC programming.

The child's reaction and interpretation to all activities, conversations, behaviour, or other interactions should always be considered. If you doubt the appropriateness of your behaviour or the behaviour of others, you should discuss it with MUSC's Technical Director.



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The following are examples of Unacceptable behaviour:

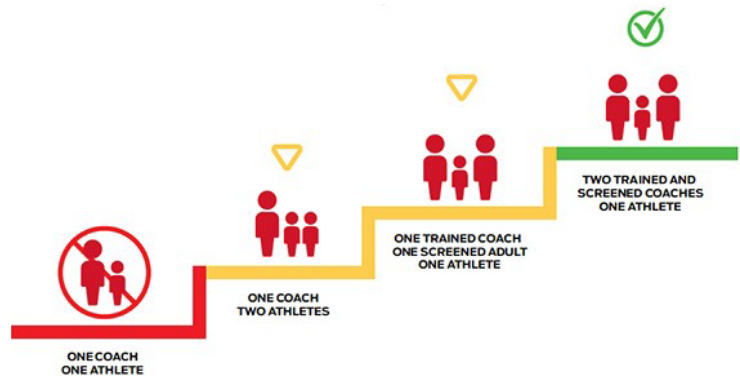
- embarrassing
- shaming
- blaming
- humiliating
- putting them down



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MUSC's RULE OF TWO

The Rule of Two ensures that all interactions and communications are open, observable, and justifiable. Its purpose is to protect all MUSC players (especially minors) and coaches in potentially vulnerable situations by ensuring that more than one adult is present. There may be exceptions in emergencies.



Guideline for MUSC's Rule of Two

- All team officials will take the Responsible Coaching Movement's pledge
- A coach is never alone and out of sight with a player without another screened coach or a screened adult (parent or volunteer).
- Training sessions are open to observation.
- If a player rides in a coach's vehicle, another adult must be.
- All teams must have a same-gender-identified official (screened) as the players, on the roster and at all team events.
- All team communications should be sent to the group and include parents.

RULES OF BEHAVIOUR

Staff and volunteers of MUSC will not:

- Engage in any 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 their duties with the child that may make the child uncomfortable, or a reasonable observer may see that to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) MUSC's policies, procedures 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 and volunteer's duty to report the matter



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to the club's technical director, Child Welfare Agency, or law enforcement and not to investigate.

WHAT CONSTITUTES *INAPPROPRIATE* BEHAVIOUR?

Inappropriate behaviour includes but is not limited to the following:

Inappropriate Communication: Communication with a child or their family outside the staff's or volunteer's scope of duties for the club, regardless of who initiated the exchange. For example:

- Personal phone calls not tied to club duties with the child.
- Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to club duties with the child
- Personal letters not tied to club duties with the child
- Excessive communications (online or offline)

Inappropriate Contact: Spending unauthorized time with a child outside of designated MUSC duties.

Favouritism: Singling out a child or certain children and providing special privileges and attention. For example, paying a lot of attention to, giving, sending personalized gifts, or allowing excessive, unwarranted, or inappropriate privileges.

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.

When looking to take video or photography of players for player development, you must receive permission from MUSC's Technical Director. Pictures taken as part of your club duties are acceptable. However, the photos are to remain with MUSC and not be used by you in a personal capacity. Inappropriate behaviour also includes:

Sexual Content: Telling sexual jokes to a child 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, 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.

Intimidating or threatening a child: Fear has no place in the MUSC staff or volunteer vocabulary.

Making fun of a child: Any behaviour that isolates a player from their peers in a negative fashion.



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REPORTING REQUIREMENTS

All MUSC staff and volunteers must report suspected child sexual abuse, inappropriate behaviour, or incidents they become aware of, whether the conduct or incidents were personally witnessed.

Where to report:

1. All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff or volunteer witnesses first-hand must be promptly reported to the police and child welfare.
2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that either staff or volunteer learns of must also be promptly reported to the police and child welfare. Police or child welfare will determine whether the allegation or suspicion requires further investigation.
3. All allegations or suspicions of inappropriate behaviour (see above examples) that either staff or volunteer learns of or witnesses first-hand must be reported to either MUSC's Technical Director or General Manager by phone or email or by completing the ***MUSC Child Protection Serious Incident Report*** form.

Remember 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. For examples:

- Potentially illegal behaviour by a Staff or Volunteer
- Potentially illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach, etc.

If you are unsure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the matter with either MUSC's Technical Director or General Manager.

FOLLOW UP ON REPORTING

When an allegation or suspicion of potentially illegal behaviour is reported, police and a child welfare agency will be notified. MUSC will follow up internally as appropriate. In the case of



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inappropriate behaviour, if:

- Multiple behaviours were reported
- Inappropriate behaviour is recurring
- The reported behaviour is of serious concern

MUSC will refer the matter to a child welfare agency or the police.

For further information and resources, connect to www.commit2kids.ca for the following resources and more guidance on ensuring our MUSC Player protection.

[Guidelines for Adults Interacting with Children](#)

[Reporting Child Sexual Abuse and Misconduct](#)

[Steps to Reporting Sexual Abuse](#)

[Steps to Reporting Inappropriate Behaviour](#)

[Travel Guidelines to help protect Children in Sport](#)