



# Child Protection Code of Conduct

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## Contents

1. .... Introduction
2. .... General rules of behaviour
3. .... Treating children with dignity and maintaining boundaries
4. .... Inappropriate behaviour
5. .... Reporting requirements
6. .... Follow up on reporting

## 1. Introduction

The Cochrane Minor Soccer Club (CMSC) is committed to ensuring all children are protected and safe, and the safety, rights and well-being of children participating in our programs is a priority in our daily operations. We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

The CMSC developed this Child Protection Code of Conduct to guide our members, including board members, team personnel, and any other volunteers in their interactions with children.

## 2. General rules of behaviour

CMSC members must not:

- a) Engage in any sort of physical contact with a child that may make the child be perceived as inappropriate by a reasonable observer.,
- b) 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.
- c) Engage in any behaviour that goes against (or appears to go against) the organization's mandate, policies, or Code of Conduct to Protect Children, regardless of whether they are serving the organization at that moment.
- d) Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour, as it is member's duty to report the matter to the CMSC Board of Directors, Child Welfare Agency, or law enforcement, not to investigate.

## 3. Treating children with dignity and maintaining boundaries

All CMSC members must:

- a) Treat all children with respect and dignity.
- b) Establish, respect, and maintain appropriate boundaries with all children and families involved in activities or programs delivered by CMSC.

All CMSC members' interactions and activities with children should be:

- a) known to and approved by the CMSC board, where applicable, and the parents of the child.
- b) tied to their duties.
- c) designed to develop the child's skills in soccer.

CMSC members must always consider the child's reaction to any activities, conversations, behaviour or other interactions. If at any time they are in doubt about the appropriateness of their own behaviour or the behaviour of others, a member should discuss it with the CMSC board.

#### 4. Inappropriate behaviour

Inappropriate behaviour includes:

- a) 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:
  - i. Personal phone calls not tied to duties with the child
  - ii. Electronic communications (email, text message, instant message, online chats, social networking including "friending", etc.) not tied to duties with the child
  - iii. Personal letters not tied to duties with the child
  - iv. Excessive communications (online or offline)
- b) Inappropriate contact: spending unauthorized time with a child outside of designated duties with the organization.
- c) Favouritism: 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).
- d) 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 role are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.
- e) Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit or personal.
- f) 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.
- g) Intimidating or threatening a child.
- h) Making fun of a child.

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

#### 5. Reporting requirements

All members 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:

- a) All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a member witnesses first-hand must be promptly reported to police and/or child welfare.
- b) To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that a member 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.
- c) All allegations or suspicions of inappropriate behaviour (see above examples), that a member learns of or witnesses first-hand must be reported to the designate for the sport organization.

Examples of the types of behaviour that must be reported as set out above include:

- a) Potentially illegal behaviour by a member of the organization
- b) Potential illegal behaviour by a third party, such as a parent, teacher, babysitter, or coach

## 6. 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. The CMSC will follow up internally as appropriate.

When an allegation or suspicion of inappropriate behaviour is made, CMSC 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, the organization may refer the matter to a child welfare agency or police.