



## CALGARY WEST SOCCER CLUB

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### Code of Conduct / Child Protection Policy

Calgary West Soccer Club adheres to the highest ethical standards as an organization and insists that all athletes, volunteers, employees, contractors, Board and Committee members adhere to all our standards of conduct and policies.

Calgary West Soccer Club insists that all its athletes, volunteers, employees, contractors and Board/Committee members have the right to be treated with respect, fairness, and operate in an environment that is free from harassment or threats of violence.

This applies regardless of the location of activity, wherever Calgary West is operating. Everyone who is part of our Club or in contact with our club is entitled to the same right to be free from harassment or threats of violence while in contact with Calgary west soccer club.

Calgary West Soccer will not tolerate any type of harassment or any threat of violence directed to or by any person in the club.

#### **Definitions:**

1. The following terms have these meanings in this Policy:
  - a. **“Abuse”** – Child/Youth Abuse as described in this Policy.
  - b. **“Individuals”** – Registered Participants as well as all individuals employed by, or engaged in activities with, Calgary West Soccer Club (CWSC) including, but not limited to, athletes, coaches, volunteers, managers, administrators, committee members, health care workers, parents/guardians, and spectators at events;
  - c. **“Vulnerable Individuals”** – Includes Children / Youth (people under the age of 18 years old) and people who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority)
  - d. **“Workplace”** - Any place where business or work-related activities are conducted. Workplaces include but are not limited to, CWSC’s office, work-

related social functions, work assignments outside CWSC's offices, work-related travel, and work-related conferences or training sessions;

- e. **"Harassment"** – A course of vexatious comment or conduct against an Individual or group, which is known or ought to reasonably be known to be unwelcome.

Types of behaviour that constitute Harassment include, but are not limited to:

- i. Written or verbal abuse, threats, or outbursts;
- ii. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
- iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
- iv. Leering or other suggestive or obscene gestures;
- v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- vi. Practical jokes which endanger a person's safety, or may negatively affect performance;
- vii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking individual by a more senior individual, which does not contribute to either individual's positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking individual's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any teammate or group member based on class, number of years on the team or with the group, or ability;
- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- ix. Deliberately excluding or socially isolating a person from a group or team;
- x. Persistent sexual flirtations, advances, requests, or invitations;
- xi. Physical or sexual assault;
- xii. Behaviours such as those described above that are not directed towards a specific person or group but have the same effect of creating a negative or hostile environment; and
- xiii. Retaliation or threats of retaliation against a person who reports harassment to CWSC

- f) **"Sexual Harassment"** – A course of vexatious comment or conduct against an Individual because of sex, sexual orientation, gender identify or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to

confer, grant or deny a benefit or advance to the Individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behaviour that constitute Sexual Harassment include, but are not limited to:

- i. Sexist jokes;
  - ii. Threats, punishment, or denial of a benefit for refusing a sexual advance;
  - iii. Offering a benefit in exchange for a sexual favour;
  - iv. Demanding hugs;
  - v. Bragging about sexual ability;
  - vi. Leering (persistent sexual staring);
  - vii. Sexual assault;
  - viii. Display of sexually offensive material;
  - ix. Distributing sexually explicit email messages or attachments such as pictures or video files;
  - x. Sexually degrading words used to describe an Individual;
  - xi. Unwelcome inquiries into or comments about an Individual's gender identity or physical appearance;
  - xii. Inquiries or comments about an Individual's sex life;
  - xiii. Persistent, unwanted attention after a consensual relationship ends;
  - xiv. Persistent unwelcome sexual flirtations, advances, or propositions;
  - xv. Persistent unwanted contact
- g) **“Gender-based violence”** - An umbrella term for violence directed toward or disproportionately affecting someone because of their actual or perceived gender identity. The term ‘gender-based violence’ is primarily used to underscore the fact that structural, gender-based power differentials around the world place women and girls at risk for multiple forms of violence. This includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty, whether occurring in public or in private life. While women and girls suffer disproportionately from GBV, men and boys can also be targeted. The term is also used by some actors to describe targeted violence against lesbian, gay, bisexual, transgender, and intersex (LGBTI) populations, in these cases when referencing violence related to norms of masculinity/femininity and/or gender norms.

### **Policy Statement**

2. CWSC has zero tolerance for any type of abuse or neglect. Individuals are required to report instances of abuse or suspected abuse to CWSC to be immediately addressed under the terms of the Child Abuse Reporting Policy.

### **Scope and Application**

3. This Policy applies to all Individuals, relating to conduct that may arise during the course of CWSC's business, activities and events, including but not limited to; the office environment, competitions, practices, tournaments, training camps, social media and travel

### **Violations of Policy**

4. An Individual who violates this Policy may be subject to sanctions pursuant to CWSC's Discipline and Conflict Resolution Policy.
5. Any CWSC employee, volunteer or member of the Board who violates this Policy will be subject to appropriate disciplinary action, subject to the terms of CWSC's Discipline and Conflict Resolution Policy as well as the employee's Employment Agreement (if applicable).

### **Provisions**

6. CWSC is committed to providing an environment in which all individuals are treated with respect, and supports equal opportunity, while prohibiting discriminatory practices. CWSC will not tolerate any form of abuse.
7. Vulnerable Individuals can be abused in different forms.
8. The following is a description of Child / Youth Abuse:
  - a. Child abuse refers to the violence, mistreatment or neglect that a child or adolescent may experience while in the care of someone they depend on or trust. There are many different forms of abuse and a child may be subjected to more than one form:
  - b. Physical abuse involves single or repeated instances of deliberately using force against a child in such a way that the child is either injured or is at risk of being injured. Physical abuse includes beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting a child with a weapon. It also includes holding a child under water, or any other dangerous or harmful use of force or restraint.
  - c. Sexual abuse and exploitation involves using a child for sexual purposes. Examples of child sexual abuse include fondling, inviting a child to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography.
  - d. Emotional abuse involves harming a child's sense of self-worth. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioural,

cognitive, emotional, or mental health problems. For example, emotional abuse may include aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing the child to violence.

9. An abuser may use a number of different tactics to gain access to children, exert power and control over them, and prevent them from telling anyone about the abuse or seeking support. The abuse may happen once or it may occur in a repeated and escalating pattern over a period of months or years. The abuse may change form over time.
10. Abuse of children or youth in sport can include emotional maltreatment, neglect, and physical maltreatment.
  - a. Emotional Maltreatment – A coach’s failure to provide a developmentally-appropriate and supportive environment. Emotional abuse is at the foundation of all other forms of maltreatment (sexual, physical and neglect). In sports, this conduct has the potential to cause emotional or psychological harm to an athlete when it is persistent, pervasive or patterned acts (i.e., yelling at an athlete once does not constitute maltreatment). Examples of emotional maltreatment include:
    - i. Refusal to recognize an athlete’s worth or the legitimacy of an athlete’s needs (including complaints of injury/pain, thirst or feeling unwell)
    - ii. Creating a culture of fear, or threatening, bullying or frightening an athlete
    - iii. Frequent name-calling or sarcasm that continually “beats down” an athlete’s self-esteem
    - iv. Embarrassing or humiliating an athlete in front of peers
    - v. Excluding or isolating an athlete from the group
    - vi. Withholding attention
    - vii. Encouraging an athlete to engage in destructive and antisocial behaviour, reinforcing deviance, or impairing an athlete’s ability to behave in socially appropriate ways
    - viii. Over-pressuring; whereby the coach imposes extreme pressure upon the athlete to behave and achieve in ways that are far beyond the athlete’s capabilities
    - ix. Verbally attacking an athlete personally (e.g., belittling them or calling them worthless, lazy, useless, fat or disgusting)
    - x. Routinely or arbitrarily excluding athletes from practice
    - xi. Throwing sports equipment, water bottles or chairs at, or in the presence of athletes

- b. Neglect - acts of omission (i.e., the coach should act to protect health/well-being of an athlete but does not). Examples of neglect include:
  - i. Isolating an athlete in a confined space or stranded on equipment, with no supervision, for an extended period of time
  - ii. Withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep
  - iii. Ignoring an injury
  - iv. Knowing about sexual abuse of an athlete but failing to report it
  
- c. Physical Maltreatment - involves contact or non-contact behaviour that can cause physical harm to an athlete. It also includes any act or conduct described as physical abuse or misconduct (e.g., child abuse, child neglect and assault). Almost all sport involves strenuous physical activity. Athletes regularly push themselves to the point of exhaustion. However, any activity that physically harms an athlete—such as extreme disciplinary actions or punishment—is unacceptable. Physical maltreatment can extend to seemingly unrelated areas including inadequate recovery times for injuries and restricted diet. Examples of physical maltreatment include:
  - i. Punching, beating, biting, striking, choking or slapping an athlete
  - ii. Intentionally hitting an athlete with objects or sporting equipment
  - iii. Providing alcohol to an athlete under the legal drinking age
  - iv. Providing illegal drugs or non-prescribed medications to any athlete
  - v. Encouraging or permitting an athlete to return to play prematurely or without the clearance of a medical professional, following a serious injury (e.g., a concussion)
  - vi. Prescribed dieting or other weight-control methods without regard for the nutritional well-being and health of an athlete
  - vii. Forcing an athlete to assume a painful stance or position for no athletic purpose, or excessive repetition of a skill to the point of injury
  - viii. Using excessive exercise as punishment (e.g., stretching to the point of causing the athlete to cry, endurance conditioning until the athlete vomits)

### **Preventing Abuse**

- 11. CWSC will enact measures aimed at preventing abuse. These measures include screening, orientation, training, practice, and monitoring.

### **Screening**

12. Individuals who coach, volunteer, officiate, deliver developmental programs, are affiliated with national teams, accompany a CWSC team to an event or competition, are paid staff, or otherwise engage with Vulnerable Individuals involved with CWSC will be screened through completion and review of the Screening Disclosure Form – appendix a.

### **Practice**

13. When Individuals interact with Vulnerable Individuals, they are required to enact certain practical approaches to these interactions. These include, but are not limited to:
  - a. Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.)
  - b. Ensuring that Vulnerable Individuals are always supervised by more than one adult
  - c. Ensuring that more than one person is responsible for team selection (thereby limiting the consolidation of power onto one Individual)
  - d. Including parents/guardians in all communication (e.g., electronic, telephonic) with Vulnerable Individuals
  - f) When traveling with Vulnerable Individuals, the Individual will not transport Vulnerable Individuals without another adult present and will not stay in the same overnight accommodation location without additional adult supervision.

### **Monitoring**

14. CWSC will regularly monitor those Individuals who have access to, or interact with, Vulnerable Individuals.
15. Monitoring may include, but is not limited to: regular status reports, logs, supervisor meetings, supervisor on-site check-ins, feedback provided directly to the organization (from peers and parents/athletes), and regular evaluations.

### **Reporting Abuse**

16. Please refer to Calgary West Soccer Club's Child Abuse Reporting Policy

### **Review**

17. This Policy will be reviewed at least once every two years, or as decided by the CWSC Board of Directors.