

## **Volunteer Screening Policy:**

The Greater Napanee Soccer Club (GNSC) supports the initiative of Ontario Soccer and adopts its policies and procedures for volunteer screening. Educating participants, coaches, managers, leaders, and volunteers about abuse and harassment is essential. The Club recognizes that the organization has a responsibility to appropriately screen any person who will have access to vulnerable persons. This responsibility is both moral and legal in nature; it is not only the “right” thing to do, but is legislated under the “Duty of Care” principle.

“Duty of Care” is a legal principle that identifies the obligations of individuals and organizations to take reasonable measures to care for, and protect their members. It is important to understand that Canadian courts will uphold the responsibility of organizations to screen their participants carefully, as this is part of their “Duty of Care”.

## **Child Safety Policy**

As part of Canada Soccer’s Guide to Safety Greater Napanee Soccer Club (GNSC) acknowledges its responsibility to safeguard all minors that are entrusted into the care of the organization. We are committed to providing a safe environment for all of our members. GNSC subscribes to the Canada Soccer Child Protection Policy and Procedures, safeguarding young people in soccer.

The Key Principles of the Canada Soccer Protection Policy are as follows:

- The child’s welfare is, and must always be the paramount consideration
- All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- Working in partnership with other organizations, children and young people and their parents/caregivers is essential
- We acknowledge that every child or young person who plays or participates in soccer should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. GNSC recognizes that this is the responsibility of every adult involved in our club

GNSC has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that this policy is applied to everyone involved with the club, whether in a paid or volunteer capacity. All current club members with direct access to children must obtain a CPIC check with their local police department before taking on a role working with children within the organization. Codes of conduct for players, parents and coaches have been implemented by the club. In order to validate these codes of conduct the club has clear sanctions to deal with any misconduct at club level.

## **Reporting Inappropriate Conduct Policy**

All members of Greater Napanee Soccer Club (GNSC) have a moral responsibility to report suspected abuse whenever it comes to their attention, regardless of where that abuse takes place. Reporting abuse is a form of assistance to those crying out for help. Therefore,

immediately notify the designated Club Representative, Caitlin VanRossem, or the Club President, Trista Devine. It will then be their responsibility to notify the proper authorities. GNSC will allow the authorities to investigate the allegations.

The following steps will be taken by GNSC:

- GNSC will take immediate action, if necessary, to remove the accused from the program, if warranted.
- All allegations will be taken seriously
- GNSC will reach out to the victim and their family to show care and support and extend whatever resources necessary
- GNSC will keep a written report of the steps taken by the organization in response to the reported abuse. The report will contain only factual information relevant to the situation. This documentation will be kept in a secure place.
- Any contact with the media will be handled by the club secretary of the club in consultation with the President

### **Rule of Two Policy**

When a Greater Napanee Soccer Club (GNSC) Coach, Volunteer Coach, Assistant Coach or Manager is in a potentially vulnerable situation with any GNSC Youth Soccer player (example – locker room or meeting room), another GNSC Coach, Volunteer Coach, Assistant Coach, Manager or the parent/guardian of the player(s) must be present. In any one-on-one situation with any GNSC player, there must be a Coach, Assistant Coach or Manager of the same gender present, or the player's parent/guardian must be present.