



**Brampton Soccer Club - Est. 2019**  
**One Club. One Vision. Stronger Together.**

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## **CHILD PROTECTION CODE OF CONDUCT**

**About this Code of Conduct What is it?**

**This Child Protection Code of Conduct is a key component of the Commit to Kids:**

**Sport Edition**—a supplementary resource of the Commit to Kids child sexual abuse prevention program. Its purpose is to enhance the safety of all children at the Brampton Soccer Club (BSC) by establishing clear guidelines for staff, team officials, and volunteers. This Code of Conduct sets boundaries for interactions with children, helps individuals identify concerning behavior, and provides guidance on how to address such behavior.

**How Should I Use It?** This document serves as a foundational guide and is not exhaustive or prescriptive. It is intended to be adapted as necessary to address specific risks faced by the Brampton Soccer Club.

**Introduction** The Brampton Soccer Club (BSC) has created this Child Protection Code of Conduct to guide staff, team officials and volunteers in their interactions with children. The safety, rights, and well-being of children are our top priorities. We strive to foster supportive relationships while maintaining appropriate boundaries.

**Why is a Child Protection Code of Conduct Important?** BSC is committed to providing a safe environment for all children. A Code of Conduct is a crucial tool for ensuring child safety by establishing clear expectations for behavior. This Code guides staff and volunteers in developing healthy relationships with children and modeling appropriate boundaries.

### **Treating Children with Dignity and Maintaining Boundaries**

All staff and volunteers must:

- Treat all children with respect and dignity.
- Establish, respect, and maintain appropriate boundaries with children and their families.
- Monitor their own behavior and that of their peers to ensure interactions remain appropriate and respectful.

**All interactions and activities with children should:**

- Be known to and approved by the board and, where applicable, the child's parents.
- Align with assigned duties.

## **CHILD PROTECTION CODE OF CONDUCT - 2026**

- Be designed to support the child's development in the sport program. Always consider the child's reaction to any activities, conversations, or interactions. If you have concerns about behavior—either your own or that of others—discuss it with club staff, who will direct you to the designated person.

### **Examples of Unacceptable Behavior Toward a Child:**

- Embarrassing, shaming, or blaming.
- Humiliating or putting them down.

### **General Rules of Behavior Staff, team officials and volunteers must NOT:**

- Engage in physical contact that may make a child uncomfortable or violate reasonable boundaries.
- Communicate with a child in ways that could be perceived as inappropriate, whether within or outside club duties.
- Engage in any behavior that conflicts with BSC's mandate, policies, or this Code of Conduct.
- Investigate allegations or suspicions of inappropriate behavior—this must be reported to the designated person, Child Welfare Agency, or law enforcement.

### **What Constitutes Inappropriate Behavior?**

1. Inappropriate Communication
  - Personal phone calls not related to club duties.
  - Electronic communications (emails, texts, social media, etc.) not tied to duties.
  - Personal letters or excessive communication.
2. Inappropriate Contact
  - Spending unauthorized time with a child outside of club duties.
3. Favoritism
  - Providing excessive privileges, gifts, or attention to certain children.
4. Taking Personal Photos/Videos
  - Using personal devices to take, store, or share images of children.
  - Pictures taken as part of job duties must remain with BSC and not be used personally.

### **Other Forms of Inappropriate Behavior:**

- Telling sexual jokes or making suggestive comments.

## **CHILD PROTECTION CODE OF CONDUCT - 2026**

- Showing children sexually explicit material in any form.
- Intimidating, threatening, or making fun of a child. Inappropriate behavior will not be tolerated.

BSC will assess each situation based on the circumstances, past behavior, and any related concerns. Reporting Requirements All staff, team officials and volunteers must report suspected

child abuse, inappropriate behavior, or concerning incidents, whether personally witnessed or not.

**Where to Report:**

1. Illegal Behavior (e.g., child sexual abuse)
  - o Must be reported immediately to law enforcement and/or child welfare.
2. Inappropriate Behavior
  - o Must be reported to club staff, who will direct the concern to the designated person. You may learn about concerns directly from a child or a third party, or you may witness them firsthand. If you are unsure whether a behavior is illegal or inappropriate, consult club staff for guidance.
3. Follow-up on Reporting
  - When an allegation of illegal behavior is reported, law enforcement and/or child welfare will be notified. BSC will also conduct an internal review as needed.
  - When an allegation of inappropriate behavior is reported, BSC will gather information to determine if disciplinary action is necessary.
  - If inappropriate behavior:
    - o Occurs repeatedly,
    - o Involves multiple concerns, or
    - o Is of serious concern, o BSC may refer the matter to law enforcement or a child welfare agency.