



CORYDON COMMUNITY CENTRE – SOCCER POLICIES

Code of Conduct & Ethics

The Community Centre is responsible for providing members with a Respectful Environment free from discrimination, harassment, disruptive conflict, and violence. This includes: sexual harassment and harassment based on ancestry, race or ethnic or national origin, colour, religion, age, sex, marital status, family status, physical or mental disability and sexual orientation.

Everyone has the responsibility for maintaining a Respectful Environment. Use discretion and recognize the sensitivities of others regardless of a person's status at the Centre.

Although disrespectful behaviour, conflict and harassment can be defined, in practice they can overlap. The following definitions, although not all-inclusive have been designed to accommodate the different types of concerns that may arise.

Disrespectful Behaviour is improper behaviour that is unwelcome and inappropriate. It may happen once or continue over time. It can include:

- Rude comments and swearing as well as spreading unfounded or misinformed rumours that damage people's reputation.
- Actions that invade privacy or personal property or unwelcome gestures.
- Displays or distribution of printed or electronic material that offends.

A **Disruptive Conflict** is defined as an ongoing dispute or a communication break-down between two or more individuals that impacts their ability to work productively and cooperatively in the Community Centre.

Harassment is any behaviour that demeans, humiliates or embarrasses a person, and that a respectful person should have known would be unwelcome. It may be a single incident or continue over time. It includes:

- Verbal abuse
- Actions such as touching or pushing
- Comments such as jokes and name calling
- Displays such as posters and cartoons

- Abuses of power such as threats or coercion

There shall be no discrimination or harassment as defined by the Manitoba Human Rights Code which includes the following characteristics: ancestry, race, ethnic or national origin, political belief, religion, family status, sexual orientation, source of income, and physical or mental disability.

Violence is defined as a threat that may include but is not limited to any act, gesture or statement that may be interpreted as threatening or potentially violent. A violent act is one that causes or may cause physical harm to persons or damage to the property. The Corydon Community Centre is committed to providing an environment safe from threats and violence for all members. Any member who engages in such acts will be subject to disciplinary action up to and including termination from Centre activities.

It is expected that all members, patrons, volunteers, and employees will contribute to this Respectful Environment.

Child Abuse Prevention Code of Conduct

The Corydon Community Centre requires all staff/volunteers/members to adhere to the following expectations:

- Treat all children with respect and dignity
- Establish, respect, and maintain appropriate boundaries with all children and families involved in activities and programs delivered by Corydon Community Centre. It is important to monitor your own behaviour towards children, and pay close attention to the behaviour of your peers to ensure it is appropriate and respectful, and is perceived as such
- Some examples of inappropriate behaviour includes, but is not limited to:
 - Bullying
 - Embarrassing
 - Shaming
 - Humiliating

Staff/volunteers/members of Corydon Community Centre must adhere to the general rules of behaviour:

- Must not engage in any physical contact with a child that makes the child or a reasonable observer to be uncomfortable, or may be seen by a reasonable observer to be violating reasonable boundaries
- Must not engage in any communication with a child within or outside the duties with the child that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries
- Must not engage in any behaviour that goes against, or seems to go against, Corydon Community Centre's mandates, policies, or Child Abuse Prevention Code of Conduct.

All coaches/managers/volunteers and staff of Corydon Community Centre must conduct themselves in a professional and appropriate manner befitting of an adult interacting with children. The following list is intended to be a guide of behaviour that is not permitted. Examples include, but are not limited to:

- 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:
 - Personal phone calls not tied to duties with the child
 - Electronic communications (email, text message, instant message, online chats, social networking including “friending”, etc.) not tied to duties with the child
 - Personal letters not tied to duties with the child
 - Excessive communications (online or offline)
- Inappropriate Contact- Spending unauthorized time with a child outside of designated duties.
- Favouritism – singling out a child or children and providing special privileges
- Taking personal videos/photos - 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 job duties are acceptable, however, the pictures are to remain with the organization and not be used by you in a personal capacity.
- Telling sexual jokes to a child, or making comments to a child that are or is in any way suggestive, explicit, or personal
- Showing a child that is sexual in nature, including signs, cartoons, graphic novels, calendars, literature, photographs, etc. or displaying such material in plain view of a child or making such material available to a child
- Intimidating or threatening a child
- Making fun/bullying a child

Inappropriate behaviour will not be tolerated, especially as it relates to the wellbeing of the children involved in activities or programs delivered by Corydon Community Centre.

Reporting Requirements

Any behaviour prohibited by this code that is experienced or observed must be reported in confidence to the Corydon Community Centre. This may be reported confidentially and in writing to any the Corydon Community Centre General Manager or Program Coordinator. When a report is submitted, the following shall apply:

- A person reporting a violation shall remain anonymous, except in those circumstances when the nature of the disclosure and/or resulting investigation make it necessary (for example, legal investigations and proceedings)
- A person is protected against retaliation as a result of having made, in good faith, a report in which the person believes a violation of the code has occurred, or as a result of such person having otherwise assisted in the investigation of the report
- Retaliation against a person who has raised a concern, in good faith, will not be tolerated and is considered a violation of this code
- There is an additional responsibility to report any suspicious indications of abuse to regional law enforcement and/or child protective services