

**SSE 90 INC**  
**Code of Conduct to Protect Children**  
**INTRODUCTION**



SSE 90 INC has developed the following Child Protection Code of Conduct to guide our employees/volunteers in their interactions with children. The safety, rights and well-being of children we serve are at the core of our daily programs. SSE 90 INC is committed to ensure all children belong to an environment that is safe, FUN, positive and makes the child feel important and that their voices are heard and respected.

**Why a Child Protection Code of Conduct is Important?**

SSE 90 INC is committed to ensuring all children are protected and safe. A Code of Conduct is an important part of creating safe environments for children. The safety, rights and well-being of children participating in our programs is a priority in our daily operations.

The intent of the Code of Conduct is to guide our staff/volunteers in developing healthy relationships with the children involved in sport programs delivered by our organization and to model appropriate boundaries for children.

**Treating Children with Dignity and Maintaining Boundaries**

All staff/volunteers must:

- Treat all children with respect and dignity
- Establish, respect and maintain appropriate boundaries with all children and families involve in activities or programs delivered by the organization

It is important to monitor your own behaviour towards children, and pay close attention to the behaviour of your peers to ensure that behaviour is appropriate and respectful and will be perceived as such by others.

All of your interactions and activities with children:

- Should be known to, and approved by the board, where applicable, and the parents of the child
- Tied to your duties, and
- Designed to develop the child's skills in the sport program

Always consider the child's reaction to any activities, conversations, behaviour or other interactions. **If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should discuss it with the Technical Director of SSE 90 INC.**

Examples of unacceptable behaviour toward a child:

- Embarrassing, Shaming
- Blaming
- Humiliating
- Putting them down

- Physical or sexual touching

### **Inappropriate Behaviour is defined**

Inappropriate behaviour is defined in the following areas:

#### **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. Below are a few examples:

- Personal Phone calls
- Communication via social media, email or text messages
- Personal letters

#### **Inappropriate Contact:**

- Interaction with a child outside the designated duties outlined by SSE 90 INC

#### **Taking a Personal Photo/Videos:**

- Using a cell phone, camera or video to take pictures, video or hold pictures of children for personal use.

Inappropriate behaviour also includes:

- Telling sexual jokes or inappropriate jokes to a child
- Showing a child material that is sexual in nature
- Intimidating or threatening a child
- Making fun of a child

**Inappropriate behaviour will not be tolerated by SSE 90 INC. SSE 90 will enforce a zero tolerance on any staff, volunteer or parents that is outlined to be unacceptable in this document.**

### **Reporting Requirements**

Any member(Staff, Volunteers, Parents) of SSE 90 INC 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:

- All allegations of inappropriate behaviour must be reported to SSE 90 INC, who will then contact the police to carry out an investigation on the incident
- The person who is under investigation will be suspended from all SSE 90 INC activities until the investigation has been concluded by all members

**Remember: Everyone has an independent duty to report all suspicions of potential illegal behaviour**

### **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. SSE 90 INC will follow up internally as well.

SSE 90 INC will hold a zero tolerance on any inappropriate behaviour/conduct with a child. Any member of SSE 90 INC who has been found to conduct themselves in an inappropriate manner/behaviour with a child, will be terminated immediately from SSE 90 INC.

The safety and well being of all of our players is our 1<sup>st</sup> and most important priority while participating in all SSE 90 INC activities.