



This Code is intended as an example only. Organizations must adjust for use, taking into account any existing policies, local legal and licensing requirements, and risks facing the organization.

About this Code of Conduct to Protect Children

What is it?

This Child Protection Code of Conduct is a component of the Commit to Kids: Sport Edition – a supplementary resource of the

Commit to Kids™ child sexual abuse prevention program. The objective of developing and implementing such a Code of Conduct is

to help increase the safety of the children in your care. The Code of Conduct ultimately adopted by your organization should establish

boundaries for all employees/volunteers in your organization interacting with children, assist individuals in identifying concerning

behaviour, and clarify the steps they should take to address such behaviour.

When should it be Used?

This Code of Conduct is intended for use after your organization has gone through the Commit to Kids: Sport Edition for sport

organization's guide.

How Should I Use it?

The Child Protection Code of Conduct is a sample that is meant to be used as a starting point only and must be tailored by your organization

to meet its unique needs. It is not intended to be exhaustive or prescriptive, nor is it meant to anticipate each and every risk your

organization may face. It is intended and expected that your organization will amend and adjust the content to meet its particular needs.

Lambeth FC 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.

We nurture supportive relationships with children while balancing and encouraging appropriate boundaries.

Why a Child Protection Code of Conduct is important?

Our organization 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 involved 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.

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All 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 designated person

within your organization.

Examples of unacceptable behaviour toward a child:

- embarrassing
- shaming
- blaming
- humiliating
- putting them down

General Rules of Behaviour

Staff/volunteers of the organization must not:

- Engage in any sort of physical contact with a child that may make the child or a reasonable observer feel uncomfortable, or

that may be seen by a reasonable observer to be violating reasonable boundaries.

- Engage in any communication with a child within or outside of duties with the child, that may make the child

uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.

- Engage in any behaviour that goes against (or appears to go against) the organization's mandate, policies, or Code of

Conduct to Protect Children, regardless of whether or not they are serving the organization at that moment

- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour

volunteer's duty to report the matter to the designated person, Child Welfare Agency, or law enforcement, not to investigate.

What Constitutes Inappropriate Behaviour

Inappropriate behaviour includes:

1. 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)

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2. Inappropriate Contact. Spending unauthorized time with a child outside of designated duties with the organization.

3. Favouritism. Singling out a child or certain children and providing special privileges and attention. (for example, paying a lot of

attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted, or inappropriate.)

4. Taking Personal Photos/Videos. 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.

Inappropriate behaviour also includes:

5. Telling sexual jokes to a child or making comments to a child that are or is in any way suggestive, explicit or personal.

6. Showing a child material that is sexual in nature, including, signs, cartoons, graphic novels, calendars, literature, photographs, screen

savers, or displaying such material in plain view of a child, or making such material available to a child

7. Intimidating or threatening a child

8. Making fun of a child

Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities or

programs delivered by the sport organization.

Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the organization

having regard to all of the circumstances, including past behaviour, and allegations or suspicions related to such behaviour.

Reporting Requirements

All staff and volunteers 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:

1. All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff/volunteer witnesses

first-hand, must be promptly reported to police and/or child welfare.

2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that a staff/volunteer learns of must also be promptly reported to police and/or child welfare. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.

3. All allegations or suspicions of inappropriate behaviour (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to the designate for the sport organization.