

HEALTH/SAFETY & PLAYER WELFARE

HEALTH, SAFETY AND PLAYER WELFARE POLICY

NEW WESTMINSTER SOCCER CLUB (THE “CLUB”) IS COMMITTED TO THE UNIVERSAL CODE OF CONDUCT TO PREVENT AND ADDRESS MALTREATMENT IN SPORT, THE COACHES ASSOCIATION OF CANADA RESPONSIBLE COACHING MOVEMENT AND SUPPORTS THE BEST PRACTICE POLICIES AND PROCEDURES WITHIN THE CANADIAN SOCCER ASSOCIATION'S GUIDE TO SAFETY. THIS HEALTH, SAFETY AND WELFARE POLICY (“POLICY”) APPLIES TO ALL CLUB OFFICIALS AND COACHES, VOLUNTEERS, REFEREES, MEMBERS, AND THEIR FAMILIES (“MEMBERS”). SUSPICIONS AND ALLEGATIONS OF ABUSE WILL BE REPORTED AND RESPONDED TO SWIFTLY AND APPROPRIATELY.

CLUB OFFICIAL & VOLUNTEER SCREENING PROCESS

CLUB OFFICIALS AND VOLUNTEER COACHES/MANAGERS MUST COMPLETE A CRIMINAL RECORD CHECK AND RESPECT IN SPORT ACTIVITY LEADER CERTIFICATION AND MAINTAIN THEIR GOOD STANDING. ONLY THOSE INDIVIDUALS WITH THESE IN PLACE AND ON FILE WITH THE CLUB ARE CONSIDERED TO BE A NWSC “PERSON IN AUTHORITY”.

RULE OF TWO

ONE-ON-ONE INTERACTION BETWEEN A COACH/MANAGER AND A NWSC PLAYER, WITHOUT ANOTHER INDIVIDUAL PRESENT, ARE NOT PERMITTED EXCEPT WHERE THERE IS A MEDICAL EMERGENCY. GUIDELINES FOR SPECIFIC SCENARIOS ARE LISTED BELOW.

RULE OF TWO: TRAVEL

A PERSON IN AUTHORITY MAY NOT BE ALONE IN A CAR WITH AN ATHLETE UNLESS THE PERSON IN AUTHORITY IS THE MEMBER'S PARENT OR GUARDIAN. A PERSON IN AUTHORITY MAY NOT SHARE A ROOM OR BE ALONE IN A HOTEL ROOM WITH AN ATHLETE UNLESS THE PERSON IN AUTHORITY IS THE ATHLETE'S GUARDIAN. BED CHECKS MUST BE DONE BY TWO PERSONS IN AUTHORITY.

RULE OF TWO: LOCKER OR MEETING ROOM

INTERACTIONS BETWEEN A PERSON IN AUTHORITY AND AN ATHLETE SHOULD NOT OCCUR IN ANY ROOM WHERE THERE IS A REASONABLE EXPECTATION OF PRIVACY (E.G., LOCKER ROOM, MEETING ROOM, WASHROOM, OR CHANGING AREA) WITHOUT A SECOND PERSON IN AUTHORITY PRESENT. LOCKER ROOM OR CHANGING AREAS SHOULD BE SUPERVISED BY TWO PERSONS IN AUTHORITY OF THE SAME GENDER IDENTITY AS THE PLAYERS WHEN POSSIBLE. IF TWO PERSONS IN AUTHORITY ARE NOT PRESENT IN THE ROOM, THEY SHOULD BE AVAILABLE OUTSIDE THE ROOM AND ABLE TO ENTER THE ROOM OR AREA IF REQUIRED.

RULE OF TWO: TRAINING ENVIRONMENT

A PERSON IN AUTHORITY SHOULD NEVER BE ALONE WITH AN ATHLETE PRIOR TO OR FOLLOWING A GAME OR PRACTICE UNLESS THEY ARE THE ATHLETE'S OWN PARENT/GUARDIAN. IF THE ATHLETE IS THE FIRST ATHLETE TO ARRIVE, THE ATHLETE'S PARENT SHOULD REMAIN UNTIL ANOTHER ATHLETE OR PERSON IN AUTHORITY ARRIVES.

SIMILARLY, IF AN ATHLETE WOULD POTENTIALLY BE ALONE WITH A PERSON IN AUTHORITY FOLLOWING A GAME OR PRACTICE, THE PERSON IN AUTHORITY SHOULD ASK ANOTHER PERSON IN AUTHORITY (OR ANOTHER ADULT) TO STAY UNTIL ALL THE ATHLETES HAVE BEEN PICKED UP.



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IF AN ADULT IS NOT AVAILABLE, THEN ANOTHER ATHLETE SHOULD BE PRESENT IN ORDER TO AVOID THE PERSON IN AUTHORITY BEING ALONE WITH A SINGLE ATHLETE. PERSONS IN AUTHORITY GIVING INSTRUCTIONS, DEMONSTRATING SKILLS, OR FACILITATING DRILLS OR LESSONS TO AN INDIVIDUAL ATHLETE SHOULD ALWAYS BE DOING SO WITHIN EARSHOT AND EYESIGHT OF ANOTHER PERSON IN AUTHORITY.

RULE OF TWO: GENDER IDENTITY

FOR TEAMS CONSISTING OF ATHLETES OF JUST ONE GENDER IDENTITY, A PERSON IN AUTHORITY OF THE SAME GENDER IDENTITY SHOULD BE AVAILABLE TO PARTICIPATE OR ATTEND EVERY INTERACTION. FOR TEAMS CONSISTING OF ATHLETES OF MORE THAN ONE GENDER IDENTITY (E.G., CO-ED TEAMS), A PERSON IN AUTHORITY OF EACH GENDER IDENTITY SHOULD BE AVAILABLE TO PARTICIPATE OR ATTEND EVERY INTERACTION.

RULE OF TWO: VIRTUAL SETTING

FOR ANY VIRTUAL SESSION, THE RULE OF TWO REQUIRES TWO ADULT COACHES BE PRESENT, OR ONE COACH AND ONE ADULT (PARENT, GUARDIAN, VOLUNTEER, CLUB ADMINISTRATOR) - ONE-ON-ONE SESSIONS SHOULD BE PROHIBITED. PROFESSIONAL STANDARDS DURING SUCH VIRTUAL MEETINGS ARE EXPECTED OF THE PERSON OF AUTHORITY AT ALL TIMES. RECORDING VIRTUAL SESSIONS IS A BEST PRACTICE.

COMMUNICATION DURING EACH SESSION SHOULD BE IN AN OPEN AND OBSERVABLE ENVIRONMENT (I.E., AVOID BEDROOMS) IN THE ATHLETE'S HOME, AND THE COACH MUST INITIATE THE SESSION FROM AN APPROPRIATE LOCATION (I.E., AVOID BEDROOMS OR "OVERLY PERSONAL"/UNPROFESSIONAL SETTINGS).

PARENTS/GUARDIANS MUST BE MADE AWARE OF VIRTUAL SESSIONS AND THEIR CONTENT PRIOR TO EACH SESSION, IF IRREGULARLY SCHEDULED, OR PRIOR TO THE FIRST SESSION IF THERE IS A SERIES OF REGULARLY SCHEDULED SESSIONS.

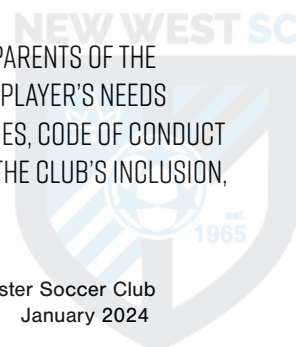
ONE-ON-ONE TEXTING, EMAILING OR ONLINE CONTACT BETWEEN COACH AND ATHLETE - ANY TEXTING, EMAILING OR ONLINE CONTACT SHOULD BE LIMITED TO GROUP TEXT/EMAIL THAT INCLUDES AT LEAST 2 ADULTS (2 COACHES OR 1 COACH AND 1 ADULT (PARENT, GUARDIAN, VOLUNTEER, CLUB ADMINISTRATOR), AND LIMITED TO COACHING (NON-SOCIAL) MATTERS, AND PARENTS OF MINOR ATHLETES SHOULD BE PROVIDED THE OPPORTUNITY TO RECEIVE THESE TEXTS/EMAILS.

SOCIAL MEDIA CONTACT BY COACH/MANAGER TO ATHLETES IS NOT APPROPRIATE AND NOT A COMMUNICATION MEDIUM APPROVED BY THE CLUB FOR COACHES/MANAGERS AND THEIR PLAYERS.

PLAYER WELFARE

CLUB OFFICIALS AND VOLUNTEER COACHES/MANAGERS MUST (1) TREAT ALL PLAYERS WITH RESPECT AND DIGNITY, (2) ESTABLISH AND MAINTAIN APPROPRIATE BOUNDARIES WITH ALL FAMILIES PARTICIPATING IN CLUB ACTIVITIES, AND (3) CONSIDER THE REACTION OF THE PLAYER TO INTERACTIONS WITH THEM.

ALL INTERACTIONS WITH PLAYERS MUST: (1) BE TRANSPARENT AND KNOWN TO THE PARENTS OF THE PLAYER, (2) BE TIED TO THE INDIVIDUAL'S CLUB ROLE, (3) BE DESIGNED TO MEET THE PLAYER'S NEEDS BEFORE THEIR OWN, (4) BE IN ALIGNMENT WITH THE CLUB'S MISSION, VISION & VALUES, CODE OF CONDUCT AND ETHICS, ANTI BULLYING COMMITMENT, PRINCIPLES OF RESPECT IN SPORT AND THE CLUB'S INCLUSION, DIVERSITY AND EQUITY STATEMENT.



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CLUB OFFICIALS AND VOLUNTEER COACHES/MANAGERS MUST NOT (1) ENGAGE IN PHYSICAL CONTACT WITH A PLAYER THAT A REASONABLE OBSERVER WOULD FEEL VIOLATES REASONABLE BOUNDARIES, (2) COMMUNICATE WITH A PLAYER OUTSIDE OF THEIR DUTIES WITH THE CLUB (CONTACT INFORMATION IS PERSONAL INFORMATION PROVIDED ONLY FOR PURPOSES OF CLUB PROGRAMMING), (3) ENGAGE IN BEHAVIOUR WITH A PLAYER WHICH GOES AGAINST THE CODE OF CONDUCT TO PROTECT CHILDREN, OR (4) CONDUCT THEIR OWN INVESTIGATION INTO ALLEGATIONS OR SUSPICIONS OF POTENTIALLY ILLEGAL OR INAPPROPRIATE BEHAVIOUR.

ILLNESS

WHERE THERE ARE HEALTH PROTOCOLS PUT INTO PLACE BY PROVINCIAL OR FEDERAL HEALTH AUTHORITIES, INCLUDING WHERE A PANDEMIC IS DECLARED (E.G., COVID-19), THE CLUB WILL PROVIDE ADDITIONAL GUIDANCE AND REQUIREMENTS RELATED TO THE SAME.

REPORTING

ALL MEMBERS MUST REPORT SUSPECTED CHILD SEXUAL ABUSE, INAPPROPRIATE BEHAVIOUR OR INCIDENTS THEY BECOME AWARE OF OR BECOMES KNOWN TO THEM. ALLEGATIONS OR SUSPICIONS OF POTENTIALLY ILLEGAL BEHAVIOUR (EX. CHILD ABUSE) WITNESSED FIRST-HAND, OR LEARNS OF MUST BE REPORTED TO THE POLICE OR CHILD SERVICES. THIS IS AN INDIVIDUAL DUTY THAT IS GUIDED BY LAW AND REITERATED WITHIN THIS POLICY FOR REFERENCE. ALLEGATION OR SUSPICIONS OF INAPPROPRIATE BEHAVIOUR A MEMBER LEARNS OF OR WHERE A MEMBER IS UNSURE A BEHAVIOUR IS REQUIRED TO BE REPORTED UNDER THIS POLICY, IS TO BE REPORTED TO THE CLUB'S RISK MANAGER. THE CLUB'S RISK MANAGEMENT PROTOCOLS ARE TO FOLLOW UP ON ALL REPORTED ALLEGATIONS AND SUSPICIONS.

SAFE SPORT HOTLINE

THE NATIONAL SAFE SPORT HOTLINE IS DESIGNED TO ENSURE THAT CANADIAN SPORT PARTICIPANTS OF ALL LEVELS COMPETE IN A SAFE AND WELCOMING ENVIRONMENT, RESOURCES ARE LISTED HERE:
[WWW.HTTP://ABUSEFREE-SPORT.CA/EN/](http://abusefree-sport.ca/en/)

THE CANADA SOCCER ASSOCIATION HAS AN ESTABLISHED INDEPENDENT WHISTLEBLOWER HOTLINE, OPERATED BY A THIRD PARTY, WHICH PROVIDES A SECURE MANNER FOR WHICH TO LODGE COMPLAINTS OR SHARE INFORMATION ANONYMOUSLY. WHISTLEBLOWER HOTLINE: 1-800-661-9675

ADDITIONAL HEALTH AND SAFETY RESOURCES

[CONCUSSION POLICY](#)

[AIR QUALITY](#)

[EXTREME HEAT GUIDELINES](#)

[CASTS POLICY](#)

[INSULIN PUMP POLICY](#)

QUESTIONS

QUESTIONS ABOUT THIS POLICY MAY BE DIRECTED TO THE CLUB RISK MANAGER:

RISKMANAGER.NWSC@GMAIL.COM

