

CROATIAN NATIONAL SPORTS CLUB

“CROATIA”

ESTABLISHED 18 JUNE 1962



HRVATSKI NACIONALNI SPORTSKI KLUB

“HRVATSKA”

OSNOVAN 18 LIPNJA 1962

4895 8th CONCESSION, WINDSOR, ONTARIO N0R 1K0
PHONE: 519-966-1423 EMAIL: CNSC.WINDSOR.CROATIA@gmail.com

C.N.S.C. Protection of Children Code of Conduct

This Code was developed to ensure the safety, rights and well being of the children that we serve. C.N.S.C. wants to nurture supportive and positive relationships with our children while maintaining appropriate boundaries.

The development of this Code is set up to guide those individuals involved with children to ensure that the children are protected and safe. C.N.S.C. has made this a priority in our daily operations.

All staff and volunteers must:

- respect and treat all children with dignity
- all children and their families involved with activities and programs within C.N.S.C. will be provide with an environment that shows them respect, dignity and appropriate boundaries
- persons involved with activities and programs as C.N.S.C. will monitor their own behaviors and those of others towards the children to ensure that the children are protected and treated with the appropriate respect and dignity

All of our interactions and activities with children:

- parents should be aware of all activities involving their children
- all programs and activities must be approved by the board
- all activities and programs must take into account the child's reaction to specific conversations, behaviors, activities and or other interactions
- should there be any doubts about one's behavior or anyone else's behavior a discussion should be started with a designated person from C.N.S.C.

The following are just some examples of unacceptable behavior towards children:

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

Staff and volunteers of C.N.S.C. must never:

- engage in any kind of physical contact with a child that may make the child or any reasonable observer feel uncomfortable, or be deemed by anyone as violating reasonable boundaries
- engage in communication with a child within or outside of duties with that child, that the child deems as uncomfortable or an observer deems inappropriate
- engage in any behaviour that goes against C.N.S.C.'s mandate, policies, or Code of Conduct to Protect Children, whether they are serving the organization or not
- any staff and or volunteer must not investigate any allegation of suspicion of inappropriate behaviour on their own, they must report all incidents to C.N.S.C.'s designated person, law enforcement, or Child Aid Society

Inappropriate behavior includes:

- **Inappropriate communication(following are examples):**
 - personal phone calls not tied to duties with the child
 - electronic communications 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 the child outside of the designated duties within the organization
- **Favouritism**
 - providing special privileges and attention to one child or certain children (ie. giving or sending personalized gifts)
- **Taking personal photos/videos**
 - using personal camera, video or phone to take pictures of a child and or allowing other persons to do so
 - uploading or copying any pictures that are taken of a child to any personal storage device
 - picture taken as part of the job duties within C.N.S.C. are acceptable, however they must remain with the organization and not in one's personal files and not used by you in any personal capacity

Inappropriate behaviours also include the following:

- the telling of any sexual jokes or commenting to child in a way that may be suggestive, explicit or personal
- showing the child any material in any form that is sexual in nature (ie cartoons, photos)
- threatening or intimidating a child
- making fun of a child