

Organization:	Fit Active Beautiful	Policy No.	4.2
Policy Type:	Program	Approved:	January 19, 2016
Policy Title:	Child Protection Policies	Effective:	January 19, 2016
		Replaces:	Child Protection Policies
		Dated:	February 1, 2015

FIT ACTIVE BEAUTIFUL FOUNDATION CHILD PROTECTION POLICIES

Fit Active Beautiful Foundation (“FAB”) is committed to providing the safest possible experience for youth girls and or child/ren enrolled in our programs, including our FAB Girls 5K Challenge Program, our FAB Girls Empowerment Program and any other events or activities associated with FAB (collectively “Programs”).

Fit Active Beautiful Foundation has adopted a number of risk management policies and procedures to help ensure that youth girls participating in our Programs, enjoy the right to be safe and protected from harm. These policies are:

- A. The appointment of a Child Protection Officer (CPO).
- B. The Fit Active Beautiful Foundation Child Protection Policies.
- C. Policy on Police Records Checks for coaches and officials – Vulnerable Sector Screening
- D. Sample Incident Report Form

Child Protection Officer (CPO)

FAB’s acting CPO is:

Role	Name	Email Address	Telephone #
Primary contact	Sharon Gallant	sharon@iamfab.ca	905-572-0955

Roles and Responsibilities of the CPO (Main Purpose of Role):

To act as a point of contact in all issues relating to the welfare of youth girls participating in the Programs of Fit Active Beautiful Foundation and to ensure all appropriate documentation and forms are completed and kept secure in accordance with Fit Active Beautiful Foundation’s Child Protection Policies.

Fit Active Beautiful Foundation Child Protection Policy (CPP) & Implementation

FAB is committed to providing youth girls with a safe and welcoming environment in which to participate in Programs of FAB. The purpose of this policy is to set

guidelines for effectively managing a safe environment for youth girls while they learn and train for running, and enjoy its related activities such as travel and race events.

In fulfilling its role and responsibility in the protection of children, Fit Active Beautiful Foundation will:

- ensure youth girls are safe and protected from any form of harm, abuse, harassment, bullying or exploitation;
- carefully screen and select persons whose role places them in positions of authority, or regular supervisory capacity with 'youth girls' or 'child' as defined under this policy;
- ensure procedures are in place for identifying, recording, reporting, responding to, and resolving concerns, allegations or complaints brought forward under this policy;
- support and provide current information & educational opportunities to those involved in FAB on child abuse and other child protection issues.

Fit Active Beautiful Foundation also requires,

- that anyone who has knowledge or suspicion that a child is being abused, report it immediately to FAB's Child Protection Officer or to the police;
- that all concerns, allegations and complaints of any form of abuse, harassment, bullying or exploitation, including improper conduct or poor practices by adults are dealt with promptly, seriously, sensitively and confidentially.

Responsibilities and Impacted Parties:

It is the direct responsibility of all persons working or volunteering with youth girls in the Programs of Fit Active Beautiful Foundation, to ensure that they are familiar with the contents of this Child Protection Policy and to observe appropriate conduct, procedures and best practices at all times.

FAB's Child Protection Policy applies to the following, whether they are in a paid or unpaid/voluntary capacity working with children ("Stakeholders"):

- individuals sitting on the Fit Active Beautiful Foundation Board of Directors, its committees and sub-committees;
- FAB staff;
- FAB coaches;
- participants;

- parents, guardians, spectators and sponsors to the full extent that this is possible.

Definition of a 'Child' / 'Children' / 'Youth Girls': For the purposes of this policy, a child/ren shall be defined as:

- any person/s under the age of 16 (sixteen);
- any person/s between the ages of 15 and 18 where the person/s ability, due to mental, developmental or physical incapacity is, or appears to be, unable to protect him or herself. (*Child Protection Act, 2006*).

And 'Youth Girl(s)' shall be defined as a subset of this definition of child/ren.

The Addendum to this Children Protection Policy titled Guidance to Implementing the CPP should be read in conjunction with the CPP.

Requirement for a Police Records Check / Vulnerable Sector Screening

Under this Child Protection Policy, it is mandatory for persons who are registered with Fit Active Beautiful Foundation, and whose role places them in a position of authority, or involves regular supervisory contact with children, to complete and submit a copy of an approved police records check for vulnerable sector screening to FAB. This policy applies to the following identified roles within Fit Active Beautiful Foundation:

- Child Protection Officers;
- Coaches;
- Staff;
- Board of Directors, Executive officials and administrators.

GUIDANCE TO IMPLEMENTATING FAB'S CPP

This is a guidance document that refers to the protection of youth girls who are participants in the Programs of FAB. It should be read in conjunction with the Fit Active Beautiful Foundation Child Protection Policy (CPP) and its implementation.

If FAB's Child Protection Policy is to be implemented effectively, there has to be a recognition that the Board of Directors, Volunteers, Staff and other affiliated persons of FAB must work together, each with a role to ensure that young people enjoy participating in our Programs in the safest possible environment.

Prohibited Practices

Coaches, Officials or Volunteers, including all professional staff must not:

1. Take young people to own home or other place where they will be alone with them;
2. Spend any amount of time alone with young people away from others;
3. Take young people alone on car journeys, however short;
4. If it should arise that such situations are unavoidable, they should only take place with the full knowledge and consent of someone in charge in the FAB governing body and/or a person with parental responsibility for the young person. In exceptional circumstances where a coach, manager of volunteer cannot obtain such consent, then if it is in the welfare interest of the young person, such permission does not have to be approved. If this occurs, then the adult must record the occurrence with FAB's Board or CPO immediately;
5. Engage in sexually provocative games or horseplay with children; Engage in any form of inappropriate sexual contact and/or behavior;
6. Take part in any dynamic contact games or training sessions with children. If there is a need for contact, then this should be done with the utmost care and with due regard to the safety of the young players;
7. Share a room with any young person unless the individual is the parent/guardian of that young person;
8. Use inappropriate language or allow young people to use inappropriate language unchallenged; Allow any form of inappropriate touching;
9. Allow allegations by a young person to go unchallenged, unrecorded or not acted on;
10. Do things of a personal nature to a young person that they can do for themselves, unless you have been requested to do so by the parents/guardians (please note that some young people will always need help with things such as affixing race bibs, and it is also recognized that this does not preclude anyone attending to an injured/ill young person or rendering first-aid.
11. Depart the FAB training locations, race or agreed rendezvous point until the safe dispersal of all young people is complete;
12. Cause an individual to lose self-esteem by embarrassing, humiliating or undermining the individual;
13. Treat some young people more favorably than others;
14. Agree to meet a young person on their own on a one-to-one basis.

Social Media

FAB Stakeholders must use social media responsibly and properly when interacting with participants, parents and other members. To this end, no

stakeholder shall post any photo that includes a FAB participant that was taken during the course of their involvement with Fit Active Beautiful Foundation on their personal social media accounts.

Positions of Trust

All adults who work with young people are in a position of trust which has been invested in them by the parents, the sport and the young person. This relationship can be described as one in which the adult is in a position of power and influence by virtue of their position. Sexual relations or touching by an adult with a child under the age of 16 years is unlawful, even where there is apparent consent from the child.

Adults must not encourage a physically or emotionally dependent relationship to develop between the person in a position of trust and the young person in their care.

All those within the organization have a duty to raise concerns about the behavior of coaches, officials, volunteers, administrators and professional staff which may be harmful to the children, young people in their care, without prejudice to their own position.

Police Records Checks for coaches & officials: Vulnerable Sector Screening

Police Records Checks for coaches & officials: Vulnerable Sector Screening

With the implementation of the FAB's Child Protection Policy, Fit Active Beautiful Foundation formally recognizes the fact that those persons defined as working/volunteering with children and youth on a regular basis have a requirement to produce a valid police records check [PRC VSS]. This should be before assuming a position in the Programs. Only a police records check for volunteering sector screening is acceptable and meets this requirement.

A regular criminal background check does not meet the police check obligation under the policy to enable a volunteer or work with children and youth. Everyone is invited to become aware of their duties responsibilities in the area of child protection in the FAB organization by reviewing the FAB's Child Protection Policy. There are no exceptions to this policy. Everyone designated as requiring a valid PRC VSS must comply with this policy regardless of standing or profession, inside or outside of the game.

An active PRC VSS [less than 2 years old] is required.

A police records check for the Vulnerable Sector screening is valid for a period of 2 years from date of issue of the PRC VSS. This will also coincide with provisions contained in impending Provincial Legislation, Bill 30 [An Act To Provide Protection For Minors Participating In Amateur Sports].

Individuals should retain a copy of their PRC VSS for their own records, and provide the FAB's Child Protection Officer with a copy for secure retention in the event of monitoring or compliance requests. Only a person authorized by the FAB Board of Directors may view the form to assure completeness and approval, prior to filing it in a secure manner. Designated RO officers may ask to view the form that is retained by FAB for PRC VSS verification/audit purposes.

Please review SCHEDULE 1 – Brochure “Reporting Abuse and Neglect: Your responsibilities under the Child and Family Services Act”

For additional information on recognizing the signs of abuse, please visit:
<http://www.children.gov.on.ca/htdocs/English/topics/childrensaidthereportingabuse/reognisingabuse.aspx>

passion for
helping young girls become strong women

**FIT ACTIVE BEAUTIFIL FOUNDATION
INCIDENT REPORT FORM**

Effective: January 1, 2016

Date: _____

Time of incident/injury: _____

Name of participant: _____

Program site: _____

Situation/Incident/Injury:

Action Taken:

Reaction/Outcome:

Further action requested/required:

Coach name: _____

Coach telephone number: _____

Please email this form to Stacey Marshall at Stacey@iamfab.ca. If you need to reach Stacey by phone, please call 416-200-3268.