Implementation of the Canada Soccer Guide to Safety

Policy category: Safe Sport / Child Protection
Approved by: Squamish United FC Board of Directors
Effective date: November 15, 2026
Review date: Annually

1. Purpose

Squamish United Football Club (SQUFC) is committed to providing a safe, inclusive, respectful and positive environment for all participants, particularly children and youth.

This policy establishes the club's commitment to actively implementing the requirements and recommendations outlined in the Canada Soccer Guide to Safety. It outlines the standards, responsibilities and procedures required to protect participants and ensure that safety practices are consistently applied throughout the club.

SQUFC recognizes that creating a safe sporting environment requires more than adopting policies. It requires ongoing education, consistent implementation, accountability and regular evaluation.

2. Scope

This policy applies to all individuals involved with SQUFC, including:

- Board members and club administrators.
- Technical Director and technical staff.
- Coaches and assistant coaches.
- Team managers and volunteers.
- Players and registered participants.
- Parents and guardians.
- Any individuals working on behalf of or representing the club.

All individuals are expected to understand and comply with the relevant SQUFC safety policies and procedures.

3. Adoption and Implementation of Safety Policies

SQUFC will formally adopt, maintain and implement all applicable safety policies in accordance with Canada Soccer requirements and provincial regulations.

The club's safety policy framework includes:

- Code of Conduct to Protect Children.
- General Code of Conduct. (Athlete, Staff / Coach, and Parent / Guardian)
- Harassment and Anti-Bullying Policy.
- Rule of Two Policy.
- Social Media and Communcations Policy.
- Youth Travel Policy.
- Anti-Doping Policy.

These policies will be made available to relevant participants, families, staff and volunteers through club communication channels and the SQUFC website.

All individuals covered by these policies are responsible for understanding and adhering to the applicable expectations.

4. Screening and Recruitment Practices

SQUFC is committed to responsible recruitment and screening practices to ensure individuals working with children and youth are suitable for their positions.

The club will:

- Require appropriate Criminal Record Checks and Vulnerable Sector Checks for coaches, staff and volunteers in accordance with applicable Canada Soccer, BC Soccer and provincial requirements.
- Conduct reference checks where appropriate for individuals working directly with youth participants.
- Clearly outline child protection responsibilities and behavioural expectations in relevant role descriptions.
- Ensure required screening is completed before individuals begin working in positions involving youth participants.
- Maintain records of screening completion and renewal requirements.
- Restrict or remove individuals from duties where screening requirements have not been satisfied.

5. Mandatory Education and Training

SQUFC recognizes that education and awareness are essential components of participant safety.

The club will identify and communicate mandatory training requirements for staff, coaches and volunteers based on their roles and responsibilities.

Training may include:

- Respect in Sport – Activity Leader Program.
- Commit to Kids training.
- Canada Soccer Ethics and Respect training.
- Rule of Two education.
- Concussion awareness and Return-to-Play education.
- Additional safeguarding education required by Canada Soccer or BC Soccer.

The club will maintain records of completed training and communicate renewal requirements.

Coaches, staff and volunteers are responsible for completing all required training within the timelines established by the club.

6. Rule of Two Implementation

SQUFC will actively implement the Rule of Two to ensure interactions between adults and youth participants are open, observable and interruptible.

The club will:

- Ensure appropriate adult supervision at training sessions, games, team activities and club events.
- Make reasonable efforts to ensure two screened and responsible adults are present when interacting with youth participants.
- Avoid one-on-one situations between adults and youth participants.
- Ensure interactions take place in open and observable environments.
- Follow appropriate supervision procedures during team travel, changing room access and overnight activities.
- Ensure electronic communications with youth participants are transparent and follow the club's Electronic Communication and Social Media Policy.

All coaches, team personnel and volunteers are responsible for understanding and applying the Rule of Two.

7. Reporting and Responding to Safety Concerns

SQUFC will maintain clear and accessible reporting procedures for any concerns involving participant safety, misconduct, harassment, bullying, abuse or inappropriate behaviour.

The club's reporting structure is:

1. **First Point of Contact – Technical Director:** The Technical Director is the primary club contact for receiving and coordinating safeguarding concerns.
2. **Second Point of Contact – Board of Directors:** Where a concern involves the Technical Director, cannot appropriately be addressed by the Technical Director, or requires further escalation, it will be referred to the Board of Directors or its designated representative.

The club will:

- Provide accessible reporting procedures to players, families, coaches and volunteers.
- Maintain written incident and concern reporting records.
- Treat all reports seriously and respond in a timely and appropriate manner.
- Maintain confidentiality to the extent possible while meeting reporting and legal obligations.
- Ensure individuals reporting concerns are protected from retaliation.
- Refer matters to appropriate external authorities when required.

Important: Any individual who has reason to believe that a child may need protection must report directly to the appropriate child protection authority in accordance with British Columbia legislation. Internal club reporting does not replace this legal responsibility.

SQUFC will not conduct internal investigations that interfere with police or child protection investigations.

8. Safe Training and Playing Environments

SQUFC is committed to providing safe training, competition and playing environments.

The club will establish and maintain procedures addressing:

- Regular inspection of fields, facilities and equipment.
- Safe installation, inspection and use of portable goals.
- Emergency Action Plans for training and competition environments.

- Lightning, severe weather and environmental safety procedures.
- Appropriate first aid and emergency response arrangements.
- Concussion recognition, removal from play and Return-to-Play procedures.
- Appropriate documentation of injuries and safety incidents.

Coaches and team personnel are responsible for following established safety procedures and reporting any hazards or concerns to the club.

9. Codes of Conduct and Behavioural Expectations

SQUFC will establish and enforce clear behavioural expectations for all individuals participating in club activities.

The club's Codes of Conduct will address:

- Respectful behaviour and sportsmanship.
- Anti-bullying, harassment and discrimination.
- Appropriate adult-child boundaries.
- Respect for officials, coaches, teammates and opponents.
- Appropriate electronic communication and social media use.
- Reporting responsibilities and expectations.
- Consequences for breaches of club policies.

Players, parents, coaches and relevant team personnel will be required to acknowledge and agree to the applicable Codes of Conduct as part of their registration or annual participation requirements.

The club reserves the right to take appropriate disciplinary action when policies or Codes of Conduct are breached.

10. Parent and Guardian Education

SQUFC recognizes parents and guardians as important partners in maintaining a safe sporting environment.

The club will make relevant safety information available to families, including:

- Club safety policies and Codes of Conduct.
- Child protection and reporting procedures.
- Rule of Two expectations.
- Travel and supervision guidelines.
- Electronic communication and digital safety expectations.
- Emergency procedures and concussion information.

Important policy updates and safety information will be communicated to families through appropriate club communication channels.

11. Monitoring, Evaluation and Compliance

SQUFC will regularly review its safety practices to ensure policies are not only adopted but actively implemented.

The club will undertake appropriate monitoring activities, including:

- Annual review of safety policies and procedures.
- Monitoring of screening and training compliance.
- Review of incident reports and safeguarding concerns.
- Periodic review of training and playing environment safety practices.
- Feedback from coaches, parents, players and volunteers.
- Identification of areas requiring improvement or additional education.

The Technical Director will coordinate the ongoing implementation of safety procedures within the technical program and report relevant concerns or compliance issues to the Board of Directors.

The Board of Directors maintains overall responsibility for ensuring the club meets its governance and safety obligations.

12. Transparency and Communication

SQUFC is committed to maintaining transparency and accountability in its approach to participant safety.

The club will:

- Make relevant safety policies publicly accessible through its website.
- Clearly communicate reporting contacts and procedures.
- Share relevant safety updates with members and families.
- Communicate policy changes and updated requirements.
- Make safety documentation available for applicable Canada Soccer and BC Soccer licensing and compliance reviews.

13. Policy Review and Approval

This policy will be reviewed annually by the Board of Directors or when significant changes to Canada Soccer, BC Soccer or applicable provincial requirements occur.

Any amendments must be approved by the SQUFC Board of Directors.