

OAKVILLE JAGUARS SOCCER ACADEMY

Child Protection Questionnaire

(Adapted from Commit to Kids® Program – Canadian Centre for Child Protection)

Name of Organization: OAKVILLE JAGUARS SOCCER ACADEMY

Number of Employees: _____

Volunteers: _____

Number of Employees/Volunteers Working Directly with Children: _____

1. Risk Assessment and Management

Yes. The Academy has established procedures for assessing and managing risk through:

- Annual review of all Safe Sport, Child Protection, and operational policies
- Implementation of Emergency Action Plans (EAP)
- Field and facility safety inspections
- Rule of Two compliance monitoring
- Incident and injury reporting systems

These procedures are reviewed annually and whenever new programs, services, or activities are introduced.

2. Code of Conduct and Behaviour Guidelines

Yes. The Academy maintains a comprehensive Code of Conduct and Guidelines for Appropriate and Inappropriate Behaviour, which address:

- Verbal conduct and respectful communication
- Physical contact and boundaries
- Professional relationships and supervision standards
- Digital communication and social media use

These documents are:

- Shared with all coaches, staff, volunteers, and parents
- Included in registration materials
- Reinforced through training and team meetings

3. Screening Protocols

Yes. The Academy has strict screening protocols, including:

- Vulnerable Sector Police Checks
- Background screening in accordance with governing body standards
- Reference checks where applicable

Screening is mandatory prior to working with children and is renewed periodically.

4. Supervision Practices

Yes. The Academy promotes ongoing supervision through:

- Rule of Two implementation
- Open and observable training environments
- Regular oversight by club leadership and technical staff
- Monitoring during training sessions, games, and travel

5. Responding to Abuse Outside the Organization

Yes. The Academy has clear policies outlining responsibilities when abuse is disclosed or suspected outside the organization.

All staff and volunteers are required to:

- Report concerns immediately to appropriate authorities (e.g., Children's Aid Society)
- Follow legal duty-to-report obligations under Ontario legislation
- Document and escalate concerns internally

6. Policies on Allegations and Legal Matters

Yes. The Academy has procedures in place to address allegations, charges, or convictions involving staff or volunteers.

These include:

- Immediate review and risk assessment
- Temporary suspension where appropriate
- Compliance with current legislation and Safe Sport policies
- Consideration of cases involving dismissed or stayed charges
- Documentation and confidentiality protocols

7. Protocols for Inappropriate Behaviour

Yes. The Academy has clear procedures for addressing:

- Boundary violations
- Sexualized behaviour (e.g., inappropriate comments, gestures)
- Conduct that causes discomfort or concern

All concerns are addressed through established reporting, investigation, and disciplinary processes aligned with Safe Sport standards.

8. Training and Awareness Programs

Group	Training Provided
Employees	Yes
Management	Yes
Volunteers	Yes
Children	Yes
Parents	Yes

Training includes:

- Safe Sport Training
- Respect in Sport Programs
- Rule of Two education
- Anti-bullying and safeguarding awareness

9. Key Challenges

- a. Ensuring consistent understanding and application of policies across all teams and participants
- b. Managing sensitive situations while maintaining confidentiality and transparency
- c. Addressing and responding to allegations in a timely and appropriate manner

10. Recommendations for Improvement

- Continue strengthening education and awareness programs for all members
- Enhance communication tools for reporting and follow-up
- Regularly review and update policies to reflect best practices and legislative changes
- Increase visibility of Safe Sport resources and reporting pathways