



## **PGYSA IMPACT Policy on How to Report Inappropriate Conduct**

(Adapted from Commit to Kids and Canadian Centre for Child Protection)

1. A child discloses information or information is discovered indicating that a coach/volunteer may have acted inappropriately.
2. Coach who receives the report notifies the supervisor/manager.
3. Manager notifies the head of the organization
4. Consultation between the manager and head of the organization to decide if concern is warranted
5. If warranted, meet with accused coach/volunteer to discuss allegations and concerns. The individual is told about the complaint without disclosing the source. The individual is asked to respond to the allegation.
6. If the head of the organization determines that the nature of the conduct is not sufficiently serious to warrant formal action, the organization may choose to clarify expectations with the coach/volunteer as outlined in the Code of Conduct to Protect Children.
7. If the head of the organization determines that the nature of the conduct is sufficiently serious to warrant action, an internal follow-up takes place
8. Organization conducts an internal follow up:
  - a. Inappropriate conduct is not substantiated. Follow internal policies. No further action necessary but organization may choose to take the opportunity to remind all coaches/volunteers of the Code of Conduct to Protect Children.
  - b. Inappropriate conduct is substantiated. Next steps will depend on severity of the conduct, the nature of the information gathered during internal follow-up, and other relevant circumstances (such as past inappropriate conduct of a similar nature). Varying levels of disciplinary action may be appropriate. For example, it may be prudent for an organization to report concerns to child welfare or law enforcement.
  - c. Inconclusive. Next steps will need to be carefully considered and depend on the nature of the information gathered during the internal follow-up. Work through options, assess risk and consult professionals as needed.
9. Adequately supervise and monitor coach/volunteer, consistent with internal policies.

\*\*\* Many of these steps would also apply when:

- A coach/volunteer reports observing inappropriate behaviour by another coach/volunteer
- A peer discloses on behalf of another child

\*\*\* As part of any investigation or internal follow-up process, an organization should critically assess the adequacy of existing child protection policies and practices considering concerns raised. If needed, strengthen policies and practices to better protect children.

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