

VAUGHAN GYMNASTICS REPORTING LEADERS AND CHILD ABUSE

POLICY STATEMENT

The law requires that should a leader be suspected of child abuse, he / she be reported to the local child welfare agency under applicable Child and Family services protection legislation. The leader is to be immediately removed from all duties that put him / her in direct contact with children while his / her conduct is being investigated.

PURPOSE

To ensure that children are protected from any type of abusive or inappropriate behaviour on the part of leaders, and to ensure that legal requirements for reporting suspects are followed.

PROCEDURE

A) The Process

- Screen all leader candidates through police record checks before they are employed.
- Implement a policy that outlines prohibited practices with respect to the treatment of children, and procedures of internally investigating leaders suspected of inappropriate behaviour.
- Prevent any leader suspected of inappropriate conduct from having any contact with children, and initiate an internal investigation into his / her conduct.
- If an internal investigation leads to evidence or suspicions of child abuse on the part of a leader, make a report to the local child welfare agency, as required by law. Once a report has been made, it is up to the child welfare agency to conduct an investigation into the suspect's conduct.
- Based on the conclusions of the child welfare agency, the leader may be subject to disciplinary action on the part of Vaughan Gymnastics, and may face criminal charges.
- Document and file information on allegations of abuse or suspicions of inappropriate behaviour in personnel files. Documentation should include details about the internal processes that were followed, the outcome of the external investigation and the disciplinary action that was taken.

B) Evidence

Any case of suspected child abuse by a leader results in:

- A report to the supervisor
- The leader's immediate removal from having any contact with children
- Issuance of a report to the local child welfare agency
- Internal documentation that indicates all procedures are followed correctly in managing abuse suspicions.

C) Communication

-All staff related to the provision of recreation, sport or child care at Vaughan Gymnastics should be aware of this policy, and all related implications.

-This policy should be contained in leader training materials, and all leaders and staff must attend training specific to the detection and reporting of child abuse.

D) Policy Support

-Leaders need to be made aware that their behaviour can be misinterpreted, and need to understand why discretion must be exercised at all times.

-Guidelines or suggested practices will help ensure that leaders are clear about their responsibilities and limitations.