



Guidelines for Appropriate and Inappropriate Conduct Between Adults, Adolescents, and Children

Milton Magic FC is committed to providing a safe, positive, and respectful environment for all players, coaches, volunteers, and staff. The protection of children and youth is a shared responsibility. All adults involved in our programs are expected to model appropriate behaviour and maintain clear, professional boundaries always.

This policy outlines acceptable and unacceptable interactions between adults, adolescents, and children to protect participants and uphold the integrity of our programs.

The purpose of this policy is to:

- Establish clear standards for appropriate conduct between adults/adolescents and children.
- Prevent misconduct, abuse, or situations that may lead to harm or the perception of inappropriate behaviour.
- Ensure all participants feel safe, respected, and valued.

This policy applies to all individuals involved with Milton Magic FC, including but not limited to:

- Coaches, managers, and team officials
- Volunteers and staff
- Board members and contractors
- Parents and guardians when engaged in club-sanctioned activities

General Principles

- Adults must always maintain professional boundaries when interacting with children and youth.
- Relationships between adults and children must be based on mutual respect, trust, and the well-being of the player.
- Adults and adolescents in positions of authority must not misuse their role for personal, emotional, or physical gain.
- When in doubt, conduct should always be guided by transparency, safety, and accountability.

Appropriate Conduct

Appropriate interactions contribute to a positive, safe environment and include:



- Demonstrating respect, fairness, and integrity at all times.
- Using positive reinforcement and encouragement to build self-esteem.
- Conducting meetings, lessons, or feedback sessions in open, visible, and observable spaces.
- Communicating through approved club channels (e.g., TeamSnap, official email, or group chats that include parents/guardians).
- Maintaining physical contact only when necessary and appropriate (e.g., first aid, sport instruction with consent).
- Ensuring one-on-one interactions are transparent and, whenever possible, occur in the presence or view of others.

Inappropriate Conduct

The following behaviours are strictly prohibited:

- Any form of physical, sexual, or emotional abuse.
- Private or secretive communication with a player (e.g., direct texting or social media messaging without parent/guardian involvement).
- Favouritism, gift-giving, or special treatment toward individual players.
- Making personal or suggestive comments, jokes, or gestures.
- Sharing personal information or seeking emotional support from a child or adolescent.
- Being alone with a child in a closed or isolated setting (e.g., locker room, car, or office) without another adult present.
- Using physical punishment or intimidating behaviour.
- Taking photos or videos of players without prior consent from parents/guardians and the club.

Electronic Communication and Social Media

- All communication with players must be professional, purposeful, and transparent.
- Coaches and staff must include parents/guardians in all electronic communication with minors.
- Posting images or tagging players on social media without consent is prohibited.



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- Social media contact between adults and players (e.g., “friending,” private messages) outside of official channels is not permitted.

Transportation and Travel

- Whenever possible, players should be transported by their parent/guardian.
- If travel arrangements require adults to transport players, written consent from parents/guardians must be obtained in advance.
- No adult should be alone in a vehicle with a minor who is not their child.

Reporting Concerns

- Any suspicion, concern, or disclosure of inappropriate conduct or abuse must be reported immediately to the Club’s Child Protection Officer or Club Executive.
- Reports will be handled confidentially, respectfully, and in accordance with legal and organizational procedures.
- Retaliation against any person making a good-faith report is strictly prohibited.

Failure to comply with this policy may result in disciplinary action, up to and including suspension, dismissal, or referral to law enforcement or child protection authorities.

This policy will be reviewed annually by the Milton Magic FC Board to ensure it remains consistent with current best practices, legal requirements, and club values.