

## Tecumseh Soccer Club: Zero Tolerance Policy

**The Tecumseh Soccer Club supports zero tolerance as it relates to all forms of abuse: verbal, physical, emotional, and sexual.**

All relationships within the Club context – whether involving members of the Board of Directors, Club employees, coaches/managers, players, parents, volunteers, outside suppliers or referees – must be based on mutual trust and respect. Any act of abuse is a betrayal of that trust.

The Club will investigate and act upon all complaints or reports of inappropriate behaviour. This Zero Tolerance Policy attempts to respect diverse individual and cultural viewpoints while protecting individuals from real or perceived abuse.

### **Definitions of Abuse:**

1. Verbal Abuse – Verbal abuse includes remarks that are rude or threatening in nature and that tend to demoralize or demean another person. Words that degrade another person constitute a form of verbal abuse.
2. Verbal abuse includes racial or ethnic insults. All complaints of verbal abuse will be investigated by the Club and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
3. Physical Abuse – Physical abuse refers to inappropriate behaviour such as punching, pushing, slapping, kicking, spitting or pinching another individual. All complaints of physical abuse will be investigated by the Club and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
4. Emotional Abuse – Emotional abuse signifies the lack of sensitivity on the part of anyone associated with the Club towards another individual. In particular, Club officials (Board members, coaches, and managers) should be aware of the power that is inherent in such positions and strive for sensitivity in dealing with individuals in positions of supervision (players, Club employees, volunteers) and with parents. Emotional abuse includes racial, physical or ethnic insults. All complaints of emotional abuse will be investigated by the Club.
5. Sexual Abuse – Sexual shall be defined as:
  - a) sexual intercourse or other forms of physical sexual relations between at least one individual associated with the Club and another person where the activity is not consensual
  - b) any and all sexual intercourse or other forms of sexual relations with a minor
  - c) touching of a sexual nature and
  - d) behaviour or remarks of a sexual nature

**The Club will immediately report all complaints of sexual abuse to the police.**

### **GENERAL ZERO TOLERANCE REPORTING GUIDELINES AND PROCEDURES**

1. Violations of the Zero Tolerance Policy should be reported immediately to the Club headquarters by the victim(s) and/or by those close to them (a parent, a teammate, a coach etc.)
2. A complaint can be communicated verbally, initially, to a Club official or employee but must be followed up in writing (letter and/or email). If the complaint involves physical or sexual abuse, the Club official or employee will contact the police if the individual alleging abuse has not already done so and with the individual's consent.
3. All complaints of abuse will be immediately investigated by the Club.