



UMSC Procedure: Steps for Reporting Suspicion of Child Abuse to Law Enforcement

Accreditations: Canadian Centre for Child Protection, Commit to Kids – A Program for Canadian Centre for Child Protection’ and other sources

Reporting Child Sexual Abuse and Misconduct

Canadian child welfare laws set out the duty to report and require all people to report suspicions based on reasonable grounds that a child is/or has been sexually abused; and/or disclosure of child sexual abuse, or an employee or volunteer’s inappropriate behaviour towards a child or children.

In adherence to this requirement, the action taken by the UMSC will depend upon the nature of the incident and therefore it is important for the UMSC to distinguish between illegal behaviour and inappropriate behaviour, and have appropriate reporting for each.

In the event that an employee/volunteer’s misconduct is serious enough to lead to dismissal, it must be reported to the Head of the UMSC, and the UMSC’s governing authority (York Region District and/or Soccer Ontario or Canada Soccer). P/TSOs must have in place a process of tracking, reviewing, and adjudicating reported incidents of misconduct. Following the adjudication, P/TSOs may inform member organizations with whom the individual is registering in the future as well as Canada Soccer in order to inform potential future organizations outside the jurisdiction of the P/TSO.

External Reporting:

If a child is believed to have been sexually abused, the obligation is to report the incident to the child’s parent, a child welfare agency and/or a law enforcement agency. Failure to report may constitute an offence under an Ontario child welfare act. Additionally, it may constitute professional misconduct for an individual in a position of trust or an ethical violation for individuals who are registered with professional associations. This duty to report applies even if the information is told in confidence. As it involves individuals and organizations outside of the organization, this process is known as external reporting. In instances that require external reporting, the individual reporting the incident should also follow the UMSC internal reporting procedures.

Internal Reporting:

Any UMSC employee/Coach/volunteer who suspects or becomes aware of another employee/Coach/volunteer’s inappropriate behaviour should follow the UMSC internal reporting procedures. Misconduct and inappropriate behaviour has been clearly outlined in the UMSC Code of Conduct to Protect Children and associated Guidelines for Appropriate/ Inappropriate Conduct between adults/adolescents and children. At a minimum, the individual’s supervisor/manager and the head of the UMSC organization must be notified. It is just as important and a requirement to document situations involving potential misconduct leading to internal reporting as it is in situations that require external reporting.