



POLICY NO. 19

POLICY TITLE: Child Protection Policy

Child Protection Policy

Purpose

The Hamilton Challenger Sports Association (HCSA) is committed to protecting all children and youth by providing a safe, inclusive, and respectful environment.

This policy outlines HCSA's responsibility to safeguard children from harm and abuse, and to ensure that all caring adults understand their role in prevention, supervision, and reporting.

This policy works in conjunction with HCSA's [Safe Sport Policy](#), which outlines detailed procedures for reporting, investigation, and response.

Scope and Application of this Policy

This policy applies to all individuals involved in HCSA programs and activities, including:

- Participants and athletes
- Coaches, instructors, and coordinators
- Volunteers, buddies, and officials
- Board members and contractors

It applies to all HCSA-sanctioned activities, including practices, games, events, and community programming.

Definitions

For the purposes of this policy:

- **Child:** Any individual under the age of 19
- **Caring Adult:** Any adult who works with or supports children in HCSA programs
- **Child Abuse:** Physical, emotional, or sexual harm, or neglect
- **Child Safeguarding:** Actions taken to prevent harm
- **Child Protection:** Actions taken to respond to harm

Policy Statement

HCSA will:

- Take all reasonable steps to protect children from harm
- Promote environments that prevent abuse and misconduct
- Ensure all caring adults understand expectations for safe interactions
- Respond to all concerns in a timely and appropriate manner

Responsibilities

All Caring Adults Must:

- Prioritize participant safety and wellbeing
- Maintain appropriate boundaries at all times
- Follow all HCSA Codes of Conduct
- Complete required screening and training
- Report any concerns in accordance with Safe Sport Policy

HCSA Will:

- Implement safe recruitment and screening practices
- Provide training and education on child protection
- Maintain safe program structures and supervision
- Designate a Volunteer Co-ordinator to oversee reporting and compliance

Prevention Measures

HCSA is committed to preventing harm through:

- **Screening:** Criminal Background Checks and onboarding procedures
- **Training:** Safe Sport and child safeguarding education
- **Supervision:** Appropriate ratios and program oversight
- **Codes of Conduct:** Clear expectations for behaviour
- **Program Design:** Safe environments and inclusive practices

All prevention measures align with Policy 11: Education and Training.

Reporting and Duty to Report

All individuals have a legal and ethical duty to report suspected abuse, neglect, or inappropriate behaviour involving a child.

HCSA follows the reporting procedures outlined in: HCSA's Safe Sport Policy, Section 7: Duty to Report

Reporting to HCSA does not replace the legal duty to report directly to child protection services where required.

All reports must be handled in accordance with HCSA policies on privacy, confidentiality, and complaints and discipline.

Confidentiality

All child protection concerns will be handled with sensitivity and confidentiality.

Information will be:

- Shared only with appropriate individuals or authorities
- Stored securely
- Managed in accordance with Policy 10: Privacy and Policy 11: Confidentiality

Compliance and Accountability

Failure to follow this policy may result in:

- Removal from programs
- Suspension or termination of role
- Further action as outlined in Safe Sport and Discipline policies

HCSA maintains accountability through documentation, training records, and adherence to Safe Sport standards.

Policy Review

This policy will be reviewed every 24 months at most or sooner if conditions are warranted.

All caring adults must acknowledge this policy annually.

Approved by Board, April 14, 2026