



Revised North Vancouver Recreation Commission Child Protection Code of Conduct

Purpose:

Welcome to the North Vancouver Recreation & Culture Commission (NVRC). As an instructor, volunteer or staff member you have an exciting role to ensure recreation & culture play an important part in the physical, social, intellectual and emotional development of our children and youth. In this role your primary responsibility is to ensure the safety and well-being of the children and youth who participate in our programs and services.

This Code of Conduct identifies the behaviours and attitudes NVRC expects when you are working directly with children and youth. In your role, you are responsible to ensure our children are safe from abuse, bullying and neglect while participating in NVRC activities. You are expected to be responsible for your words and actions and to conduct yourself as identified by the following behaviours:

I will . . .

- Promote respectful behaviour with all participants, families/guardians, NVRC staff and volunteers.
- Treat everyone with respect, patience, integrity, courtesy and dignity.
- Demonstrate respectful and healthy behaviours.
- Wear a NVRC volunteer or staff t-shirt, uniform or nametag.
- Take responsibility to read and familiarize myself with the NVRC Child Protection Policy and Procedures.
- Familiarize myself with the critical information on each child's Emergency Consent Card.
- Ask my supervisor for support and advice when I am unsure of how to act or respond in any situation.
- Avoid situations where I am alone with a child.
- Be aware of, and alert to, signs of child abuse or neglect. If I have reason to suspect that a child has been, or is likely to be, at risk for abuse or neglect (including harm to self or others), I have a duty to immediately report my concern to my supervisor.
- Maintain confidentiality and not share, disclose or discuss private information about staff, contractors, volunteers, Commissioners or clients with other staff, contractors, volunteers, Commissioners or people outside NVRC.
- Communicate important information about a child involved in an incident or accident during a program to their parent or guardian.

I will not . . .

- Engage in any activities that may endanger the health and well-being of others.
- Use or allow profanity or offensive language.

- Humiliate, ridicule, threaten, degrade or ignore anyone.
- Allow physical or verbal threats or bullying behaviours.
- Use drugs, alcohol or tobacco products while working or volunteering with NVRC, or report to work under the influence of drugs or alcohol.
- Touch or speak to a child in a sexual manner or an authoritarian manner
- Discipline children by use of physical, verbal or emotional punishment or by failing to provide the necessities of care.
- Change into or out of a bathing suit while in the presence of children for whom I am responsible.
- Socialize outside of NVRC programs with the program participants under the age of 18 for whom I have direct responsibility.