



Mississippi Mills United

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September 1, 2026

Code of Conduct to Protect Children

Commitment and Scope

MMU is committed to protecting the safety, rights and well-being of every child participating in Club activities. This Code is adapted to reflect the child-protection principles identified by Canada Soccer and Commit to Kids. It applies to employees, coaches, team personnel, directors, volunteers and other persons in positions of trust or authority with children.

Appropriate Conduct and Boundaries

Adults and adolescents working with children must maintain professional, transparent and age-appropriate boundaries. Interactions must be connected to legitimate soccer duties, be observable and interruptible whenever possible, and comply with MMU's Rule of Two requirements.

- Treat children with dignity, patience and respect and use developmentally appropriate language and instruction.
- Keep physical contact limited to what is appropriate for instruction, safety, first aid or normal sport interaction, and respect a child's personal boundaries.

- Use Club-approved or group communication channels for soccer-related communication. Include a parent/guardian or another authorized adult in direct electronic communication with a child whenever practicable.
- Conduct individual feedback or instruction in an open, visible setting within sight and/or hearing of another authorized adult.
- Follow Rule of Two principles in training, meetings, changing areas, transportation and other potentially vulnerable situations.

Inappropriate or Prohibited Conduct

- Being alone with a child in a private or non-visible setting except where an emergency makes this unavoidable.
- Sexual contact, sexualized communication, grooming behaviour, romantic relationships, or sharing sexual material with a child.
- Bullying, humiliation, ridicule, threats, intimidation, corporal punishment, discriminatory conduct or degrading treatment.
- Giving a child alcohol, cannabis, illegal drugs or other prohibited substances.
- Inviting a child to a private residence or providing private transportation unless specifically authorized and consistent with Club policy and child-safety safeguards.
- Personal or secret electronic communications unrelated to legitimate soccer activity.
- Asking a child to keep a relationship, communication, gift, meeting or conduct secret from a parent/guardian or the Club.

If Inappropriate Conduct Is Witnessed or Reported

Any parent, player, coach, employee, volunteer or team personnel who witnesses or becomes aware of inappropriate conduct involving a child should:

- Protect the child from immediate harm and, where safe, ensure the child is not left alone with the person whose conduct raised the concern.
- Report the concern promptly to MMU's Safe Sport/Child Protection Liaison: Chris Oatman, chris.oatman@mmu.soccer.
- Record objective facts such as the date, time, location, persons involved and what was observed or disclosed.
- Do not conduct an independent investigation or repeatedly question the child. Obtain only the information necessary to address immediate safety and make the appropriate report.
- Maintain confidentiality and share information only with those who need it to protect the child, respond to the concern or meet legal/governing-body obligations.

Suspected Child Abuse

Any person who has reasonable grounds to suspect that a child has been abused, is being abused, or may be at risk of abuse must make any report required by applicable Ontario law directly to the appropriate child-protection authority. Where criminal conduct is suspected or where required, law enforcement must also be contacted. In an emergency or where a child is in immediate danger, call 911. Reporting a concern to MMU does not replace an individual's legal duty to report.

Club Response

MMU will take reasonable steps to protect the child, preserve confidentiality, cooperate with child-protection authorities, law enforcement and recognized soccer governing organizations, and apply appropriate interim or disciplinary measures. Serious misconduct may be referred to the appropriate soccer governing organization. Retaliation against a person who makes a good-faith report is prohibited.

Education and Acknowledgement

MMU will make this Code available to parents, coaches and team personnel. Coaches and team personnel will receive education on child protection, appropriate boundaries, reporting responsibilities and the Rule of Two, and may be required to acknowledge this Code as a condition of their role.

Designated Liaison

Safe Sport/Child Protection Liaison: Chris Oatman

Email: chris.oatman@mmu.soccer