INTEGRITY POLICY – JUNE 2025

1. PREAMBLE

As part of its mission, Soccer Pointe-Claire has a responsibility to protect its members by providing a safe, fair and trustworthy environment at all levels, whether local, regional, provincial, national or international.

As such, Soccer-Pointe-Claire does not tolerate any form of abuse, harassment, neglect or violence, whether physical, psychological or sexual, towards any and all persons involved in the environment, in all programs and activities provided by itself and its members in accordance with the Law and the regulations it enacts, which programs and activities are considered to be “sanctioned”.

Soccer Pointe-Claire recognizes the importance of taking reasonable steps to prevent and intervene to stop any breach of integrity, including any form of abuse, harassment, neglect or violence, when such a situation is brought to its attention, and it is in this context that it has adopted the present Policy, as well as Codes of Conduct setting out the principal duties associated with the practice of the sport (or activities) it governs, which Codes form an integral part of the present Policy.

This Policy and the Codes of Conduct are expressly binding on the members of Soccer Pointe-Claire. The fact that many of its members (e.g., coaches, instructors, managers, officials and administrators) are in positions of authority over other members justifies Soccer Pointe-Claire in playing a leading role in providing a healthy federated environment.

This Integrity Protection Policy is an internal management tool to which all persons listed in the “Application” section below are subject, and which aims to regulate the behaviour of said persons, so that this behaviour is at all times consistent with our mission.

This Policy does not in any way replace or supersede any applicable law, regulation or other provision.

For the purposes of this Policy, the Codes of Conduct in question are the following:
- SPC_Security Policy_All member COC_EN_v2.pdf
- SPC_Security Policy_Youth Protection_EN_v4.pdf

2. OBJECTIVES

The provisions of this Policy established by Soccer Pointe-Claire are intended to :

a) Sensitize all persons directly or indirectly involved in the federated environment to the fact that any violation of integrity, and in particular any form of abuse, harassment, negligence or violence, will not be tolerated;

b) Take reasonable steps to provide a healthy federated environment, free from any violation of integrity, and in particular free from any form of abuse, harassment, negligence or violence;

c) Institute measures that promote respect for the dignity and psychological, physical and sexual integrity of people in the federated environment;

d) Encourage the denunciation of behaviour, words, acts or gestures of abuse, harassment, negligence or violence as soon as they appear;

e) Take the necessary administrative or disciplinary measures to put a stop to any breach of integrity, including abuse, harassment, negligence or violence, brought to its attention by any person, including the "*Protecteur de l'intégrité en loisir et en sport*";

f) Identify the resources that a person can contact if he or she is involved (whether as a victim or witness) in a situation of integrity violation, including abuse, harassment, negligence or violence in the federated environment;

3. APPLICATION

This Policy applies to all persons involved in the federated environment (including members, coaches, managers, instructors, participants, practitioners, parents of members, parents of participants, parents of practitioners, volunteers, employees, administrators, suppliers, customers, etc.). It covers all cases of violation of integrity as defined by the "*Loi sur la sécurité dans les loisirs et les sports*" and its regulations, including cases of abuse, harassment, negligence or violence, which may occur in any "sanctioned" activity or program, or any activity other than sports. Members involved in non-sanctioned sporting or recreational events understand, however, that Soccer Pointe-Claire's means of action may be limited when non-members are involved.

With respect to the protection of integrity, this Policy takes precedence over all other policies, rules and procedures that may be in effect at Soccer Pointe-Claire or any of its members and is binding on all members of Soccer Pointe-Claire.

The application of this Policy shall not prevent an employer, whether Soccer Pointe-Claire or one of its members, from applying its internal harassment policy to its employees and from conducting its own administrative investigation in order to take any action it deems appropriate with respect to an alleged victim and alleged perpetrator of abuse, harassment, neglect or violence, even if that person is also a member of Soccer Pointe-Claire.

4. RESPONSIBILITIES AND RIGHTS OF PEOPLE INVOLVED IN THE FEDERATED ENVIRONMENT

Soccer Pointe-Claire reminds you that, in accordance with the Youth Protection Act, anyone with reasonable grounds must report to the Director of Youth Protection (DYP) all situations of sexual abuse or physical abuse of a minor, regardless of the alleged perpetrator or the means taken by the parents to put an end to the situation. This reporting requirement also applies to situations where a minor is physically abused or subjected to unreasonable educational methods or supervision.

All persons involved in the federated environment must maintain and promote standards of conduct to ensure that it is free from any form of abuse, harassment, neglect or violence, all in accordance with the Code of Conduct established by Soccer Pointe-Claire.

Soccer Pointe-Claire expects everyone to cooperate and encourages everyone involved in the federated

environment:

- make known their disapproval of any behaviour they deem inappropriate, by availing themselves of the present Policy, or by filing a complaint or a report with the "*Protecteur de l'intégrité en loisir et en sport*", in accordance with the "*Loi sur la sécurité dans les loisirs et les sports*";

- to report to the "*Protecteur de l'intégrité en loisir et en sport*" any abuse, harassment or violence of a sexual nature committed against a person who is also involved in the federated environment, whether that person is a minor or an adult;

- to report to the "*Protecteur de l'intégrité en loisir et en sport*" any violation of the integrity of a person who is also involved in the federated environment, including any abuse, harassment, neglect or violence of a **non-sexual nature**, whether that person is a minor or an adult.

5. COMMITMENT OF SOCCER POINTE-CLAIRE MEMBERS

All members of Soccer Pointe-Claire must make this Policy available to their own members as soon as they join, in particular by informing them in writing that it exists and by publishing it on their web site.

All members of Soccer Pointe-Claire must respect and implement, if necessary, the appropriate measures to apply the decisions rendered by Soccer Pointe-Claire, by the "*Protecteur de l'intégrité en loisir et en sport*" or by the Minister by virtue of the powers conferred upon him by the "*Loi sur la sécurité dans les loisirs et les sports*".

Failure to abide by the decisions rendered and to implement the necessary measures may result in disciplinary or administrative action being taken against a member.

6. UPDATES

This policy will be reviewed at least every three years, or as soon as necessary, to ensure its relevance and effectiveness.