



# **BC CHILDREN AND YOUTH CONNECTION SOCIETY**

## **SAFETY & PROTECTION POLICY MANUAL**

Effective Date: September 3, 2017

Last Updated: March 2, 2026

### **1. OUR COMMITMENT TO YOUTH SAFETY**

BC Children and Youth Connection Society is committed to providing a safe, respectful, inclusive, and supportive environment for all youth participants.

The safety and well-being of minors is our highest priority. We maintain clear policies, supervision standards, and reporting procedures to protect all participants from harm, misconduct, or unsafe situations.

### **SECTION I**

#### **CHILD PROTECTION POLICY**

##### **1.1 Purpose**

This policy establishes standards to protect minors from abuse, neglect, exploitation, and inappropriate conduct during participation in any Society activity.

##### **1.2 Scope**



1. All youth volunteers under the age of 18
2. Adult volunteers
3. Board members
4. Staff members
5. Contractors
6. Event supervisors
7. Any individual representing the Society
8. In-person events
9. Online programs
10. Meetings
11. Digital communications
12. Community activities

### **1.3 Code of Conduct for Adults**

13. Maintain professional boundaries at all times
14. Avoid being alone with a minor in a closed or isolated space
15. Avoid private one-on-one digital communication without parental awareness
16. Refrain from physical contact unless appropriate and necessary (e.g., first aid)
17. Never engage in inappropriate, suggestive, or personal conversations

### **1.4 Mandatory Reporting**

Any suspected abuse, neglect, or inappropriate conduct must be reported immediately to the designated Safety Officer.

Where required by law in British Columbia, reports may be made to appropriate child protection authorities.

## **SECTION II**



## **ANTI-BULLYING AND HARASSMENT POLICY**

### **2.1 Zero-Tolerance Statement**

The Society does not tolerate bullying, harassment, discrimination, or intimidation in any form.

### **2.2 Definitions**

18. Bullying includes repeated verbal abuse, social exclusion, spreading rumors, cyberbullying, threats, or intimidation.
19. Harassment includes unwanted comments or conduct, sexual comments, discrimination based on protected characteristics, and persistent unwanted communication.

### **2.3 Disciplinary Measures**

20. Verbal warning
21. Written warning
22. Temporary suspension
23. Permanent removal
24. Referral to authorities if necessary

## **SECTION III**

## **SOCIAL MEDIA CONDUCT POLICY**

### **3.1 Responsible Online Behavior**



25. Communicate respectfully
26. Represent the Society positively
27. Protect confidential information
28. Follow applicable laws and platform rules

### **3.2 Prohibited Conduct**

29. Harassment or bullying
30. Hate speech
31. Sharing private information without consent
32. Posting inappropriate or sexual content
33. Impersonating others
34. Political or extremist promotion under the Society's name

## **SECTION IV**

### **REPORTING A CONCERN**

Designated Safety Officer: Grace Lee

Email: [beyouthsince2017@gmail.com](mailto:beyouthsince2017@gmail.com)

### **Confidentiality**

All reports will be handled confidentially and information will only be shared when necessary to ensure safety or when legally required.