



YOUTH PROTECTION AND SAFETY

Child Protection and Safeguarding Policy

ADOPTED BY THE BOARD OF DIRECTORS

November 19, 2024

ORGANIZATION

Foosball Clubs USA Inc., a 501(c)(3) nonprofit

This is the adopted version of this policy. Find every FCUSA policy at
foosballclubsusa.com/policies. Questions are welcome at
admin@foosballclubsusa.com.

Foosball Clubs USA Inc.

Child Protection and Safeguarding Policy

1. Purpose

The purpose of this policy is to ensure the safety and well-being of all children participating in activities organized by Foosball Clubs USA Inc. This policy outlines the procedures for protecting children from harm, abuse, and exploitation, and for promoting a safe and supportive environment.

2. Scope

This policy applies to all employees, volunteers, participants, and any other individuals associated with Foosball Clubs USA Inc. who interact with children.

3. Policy Statement

Foosball Clubs USA Inc. is committed to creating a safe and nurturing environment for all children involved in its programs. The organization has a zero-tolerance policy for child abuse and is dedicated to preventing any form of harm to children.

4. Definitions

- **Child:** Any individual under the age of 18.
- **Child Abuse:** Any action or lack of action that results in harm, potential for harm, or threat of harm to a child. This includes physical, emotional, sexual abuse, and neglect.
- **Safeguarding:** Measures taken to protect the health, well-being, and human rights of individuals, especially children, to allow them to live free from abuse, harm, and neglect.

5. Responsibilities

- **Employees and Volunteers:** Understand and comply with the Child Protection and Safeguarding Policy. Report any suspicions or allegations of child abuse.
- **Supervisors and Managers:** Ensure that the policy is communicated and enforced. Support individuals who report concerns and participate in investigations as needed.
- **Human Resources Department:** Oversee the implementation of the policy. Conduct background checks, provide training, and maintain records.

6. Preventive Measures

- **Background Checks:** All employees and volunteers who interact with children must undergo thorough background checks, including criminal record checks.
- **Training:** Mandatory child protection training will be provided to all employees and volunteers. Training will cover recognizing signs of abuse, reporting procedures, and best practices for interacting with children.
- **Code of Conduct:** Employees and volunteers must adhere to the organization's Code of Conduct, which includes guidelines for appropriate behavior when interacting with children.

7. Reporting and Responding to Concerns

- **How to Report:** Any employee, volunteer, or participant who suspects or witnesses child abuse should report it immediately to their supervisor, the Human Resources Department, or the designated Child Protection Officer.
- **Confidentiality:** Reports will be handled with the utmost confidentiality to the extent possible, consistent with the need to conduct a thorough investigation.
- **Investigation:** A prompt, thorough, and impartial investigation will be conducted. Appropriate action will be taken based on the findings.
- **Support for the Child:** The organization will provide support to any child who has experienced abuse, including access to counseling and other resources.

8. Guidelines for Safe Interaction with Children

- **Supervision:** Ensure that children are supervised at all times during activities.
- **Physical Contact:** Avoid unnecessary physical contact with children. When necessary, ensure that contact is appropriate and consented.
- **Communication:** Communicate with children in a respectful and age-appropriate manner. Avoid any language or behavior that could be interpreted as inappropriate or harmful.
- **One-on-One Interaction:** Avoid being alone with a child in a private setting. When one-on-one interaction is necessary, ensure that it occurs in a public or observable area.

9. Record Keeping

- **Documentation:** Maintain accurate and up-to-date records of all child protection training, background checks, and reports of child abuse.
- **Storage:** Ensure that records are securely stored and accessible only to authorized personnel.

10. Evaluation and Review

- **Annual Review:** The Child Protection and Safeguarding Policy will be reviewed annually to ensure its effectiveness and relevance. Updates and revisions will be made as necessary to reflect changes in laws, organizational policies, or best practices.
- **Feedback:** Encourage feedback from employees, volunteers, and participants to continuously improve the policy and its implementation.

11. Non-Compliance

- **Consequences:** Failure to comply with the Child Protection and Safeguarding Policy may result in disciplinary action, up to and including termination of employment or volunteer status.
- **Remediation:** Employees and volunteers who fail to comply with the policy must attend additional training and demonstrate an understanding of the policy before resuming their duties.

12. Conclusion

Foosball Clubs USA Inc. is dedicated to ensuring the safety and well-being of all children involved in its programs. By adhering to this Child Protection and Safeguarding Policy, the organization can provide a secure and supportive environment that promotes the healthy development and well-being of every child.