

THE INTERNATIONAL SOCCER CLUB

In Mississauga



INCIDENT REPORT POLICY

The International Soccer Club (ISC) is committed to hearing, investigating and ensuring proper action is taken in the event of inappropriate behavior, unacceptable conduct or communication that created an intimidating, hostile or offensive environment.

Every effort will be made to preserve confidentiality and protect the privacy of those involved in the investigation to the extent the investigative process allows.

Reporting Procedure

- Allegations of criminal misconduct or suspected abuse will be reported directly to law enforcement
- ISC Safety Officer is responsible for receiving, investigating and resolving complaints.
- If the complaint involves any ISC Directors, the complaint must be addressed to the President.
- If necessary, the complaint will be investigated by an independent person not affiliated with ISC
- If incident is witnessed or experienced in person, please fill up the online Incident report form and submit it to the Club info@internationalsoccerclub.ca and contact the Club safety officer.

Investigation Procedure

- If the complaint relates to a breach of Ontario Soccer's Published Rules, then it will be addressed falls through Ontario Soccer's Discipline Procedures.
- All other Incident Reports will be investigated as soon as reasonably possible and may consist of personal interviews with the complainant(s), the alleged perpetrator(s), and witnesses to the alleged incident(s).

Resolution Procedure

- Upon completion of the investigation, the Safety Officer will determine if an inappropriate behavior or an unwelcome conduct did in fact occurred and recommend an appropriate resolution.
- The complainant will be given a Written Notification of Resolution describing the actions to be taken to stop the inappropriate behavior or an unwelcome conduct.
- The Incident Report Policy and its forms are available on the Club website.

The Incident Report Policy will be included as part of the orientation training for all ISC staff