KWANLIN DÜN FIRST NATION

Child Protection Policy

10 July 2018

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1.0 Definitions

In the Child Protection Policy

"child" means an individual who is less than the age of majority.

2.0 Scope

2.1 The Kwanlin Dün First Nation (the "KDFN) has developed the Child Protection Policy (the "policy") to guide KDFN employees and volunteers in their interactions with children where children are participating in KDFN programs and activities.

2.2 The policy is not intended to displace the policies related to child protection at the Dusk'a Learning Centre. KDFN employees and volunteers who provide services at the Dusk'a Learning Centre will be bound by those policies as well as by this policy.

3.0 Purpose

3.1 KDFN is committed to ensure that all children are safe and protected. The policy is an important part of creating safe environments for children. The safety, rights and well-being of children who participate in KDFN programs and activities are a priority for KDFN.

3.2 The intent of the policy is to guide KDFN employees and volunteers in developing healthy relationships with the children participating programs and activities delivered by KDFN while balancing and ensuring appropriate boundaries are maintained between the children and KDFN employees and volunteers.

4.0 Treating Children with Dignity and Maintaining Boundaries

4.1 KDFN employees and volunteers must

(a) treat all children with respect and dignity; and

(b) establish, respect and maintain appropriate boundaries with all children and families involved in programs and activities delivered by KDFN.

4.2 It is important that KDFN employees and volunteers monitor their own behaviour towards children and pay close attention to the behaviour of their

peers to ensure that their behaviour is appropriate and respectful and will be perceived as such by others.

4.3 KDFN employees' and volunteers' interactions and activities with children

(a) should be known to, and approved by the respective supervisor or his or her designate and/or the parents of the child;

(b) tied to the employee's or volunteer's duties; and

(c) designed to meet the child's needs and not the employee's or volunteer's need.

4.4 KDFN employees and volunteers must always consider the child's reaction to any activities, conversations, behaviour or other interactions. If at any time in doubt about the appropriateness of his or her own behaviour or the behaviour of others, the employee or volunteer must discuss his or her doubts with the supervisor or designated person.

5.0 General Rules of Behaviour

5.1 KDFN employees and volunteers must not

(a) engage in any sort of physical contact with a child that may make the child or a reasonable observer feel uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries;

(b) engage in any communication with the child within or outside of the KDFN employee or volunteer's duties that may make the child uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries;

(c) engage in any behaviour that goes against, or appears to go against, KDFN's mandate or policies, including this policy, regardless of whether or not he or she is serving KDFN at that moment; or

(d) conduct his or her own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour. It is the KDFN employee or volunteer's duty to report the matter to his or her supervisor or designated person or child welfare agency and not to conduct his or her own investigation.

6.0 Inappropriate Behaviour

6.1 Inappropriate behaviour includes the following:

6.1.1 **Inappropriate Communication:** Communication with a child or his or her family outside of a KDFN employee or volunteer's work context, including,

(a) personal phone calls;

(b) electronic communications (i.e., text messaging, online chats, social networking, "friending", etc.);

(c) personal letters; or

(d) excessive communications (online or offline).

6.1.2 **Inappropriate Contact:** Spending unauthorized time with a child or the child's family outside of designated work times and volunteer activities.

For greater certainty, the KDFN employee or volunteer must report all contacts with a child or the child's family outside of designated work times and activities before the contact occurs to the supervisor or designated person.

6.1.3 **Favouritism:** Singling out a child or certain children and providing special privileges and attention, including giving or sending personalized gifts or allowing privileges that are excessive, unwarranted or inappropriate.

6.1.4 **Taking Personal Photos or Videos:** Using a personal cell phone, camera or video recorder to take pictures of a child, or allowing any other person to do so, as well as uploading or copying any picture taken of a child to the Internet or any personal storage device. Pictures taken as part of the KDFN employee or volunteer's job duties, when known by the supervisor or designated person, are acceptable. owever, the pictures are to remain with KDFN and are not to be used in his or her personal capacity.

6.2 Inappropriate behaviour also includes

(a) telling sexual jokes to a child or making comments to a child that are in any way suggestive, explicit or personal;

(b) showing a child material that is sexual in nature, including signs, cartoons, graphic novels calendars, literature, photographs, screen savers, displaying such material in plain view of a child or making such material available to a child;

(c) intimidating or threatening a child;

(d) making fun of a child;

(e) criticizing a child;

(f) embarrassing a child;

(g) shaming a child;

(h) blaming a child; and

(i) humiliating a child

6.3 Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children participating in programs or activities delivered by KDFN.

6.4 Whether or not a particular behaviour or action constitutes inappropriate behaviour will be a matter determined by KDFN with regard to all of the circumstances, including past behaviour of the KDFN employee or volunteer and allegations or suspicions of similar behaviour by the same KDFN employee or volunteer.

7.0 Reporting Requirements

7.1 Where to report:

7.1.1 All allegations or suspicions of potentially illegal behaviour, including child sexual abuse, witnessed by KDFN employees and volunteers first-hand, to the police or child welfare agency.

7.1.2 To ensure the protection of children participating in programs or activities delivered by KDFN, all allegations or suspicions of potentially illegal behaviour that a KDFN employee or volunteer learns of must also be promptly reported to the police or child welfare agency. The police or

child welfare agency will make the determination as to whether the allegation or suspicion requires further investigation.

7.1.3 All allegations or suspicions of inappropriate behaviour set out in the policy that a KDFN employee or volunteer witnesses first-hand or learns of must be reported to his or her supervisor or designated person.

7.2 KDFN employees and volunteers must be aware that they may learn of potentially illegal or inappropriate behaviour through the child, another third party, or may witness it first-hand. Examples of the type of behaviour they may learn of or witness and must report are set out in this policy and also include

(a) potentially illegal behaviour by an employee or volunteer of KDFN; and

(b) potentially illegal behaviour by a third party such as a parent, teacher, babysitter, coach, etc.

8.0 Follow up on Reporting

8.1 When an allegation or suspicion of potentially illegal behaviour is reported and the police or child welfare agency are notified, KDFN will follow up internally as appropriate.

8.2 When an allegation or suspicion of inappropriate behaviour is made, KDFN will gather information about what happened and determine what, if any, formal or other disciplinary action is required.

8.3 In the case of inappropriate behaviour, if

(a) multiple behaviours were reported;
(b) inappropriate behaviour is recurring; or
(c) the reported behaviour is of serious concern,

KDFN may refer the matter to the police or child welfare agency.

9.0 Training for Child Protection

9.1 To ensure the protection of children participating in programs and activities delivered by KDFN, KDFN employees and volunteers must be professionally trained to spot and report signs of potentially illegal or inappropriate behaviour towards children, help to prevent such behaviour, and recognize the critical role the policy plays in helping to create safe environments for children.

9.2 KDFN will identify and implement certified training opportunities for KDFN employees and volunteers with children under their care to prevent potentially illegal or inappropriate behaviour, set out in the policy, towards children.