



## **Safeguarding Policy**

### **1. Introduction**

At Toronto International Football Academy Inc., we are fully committed to safeguarding the welfare of all children, young people, and vulnerable adults who participate in our programs. Everyone who works with or represents our academy has a responsibility to promote a safe environment and act when concerns arise.

### **2. Purpose**

The purpose of this policy is to:

- Ensure the safety and well-being of all participants
- Outline clear procedures for reporting and responding to concerns
- Promote a culture of trust, accountability, and protection

### **3. Scope**

This policy applies to:

- All players
- Staff, coaches, and volunteers
- Parents, guardians, and third-party partners
- Visitors and external contractors

### **4. Safeguarding Principles**

We commit to:

- The welfare of the child or vulnerable person being the paramount concern
- Creating an inclusive environment, free of abuse or exploitation
- Ensuring zero tolerance for bullying, harassment, or discrimination
- Encouraging children and young people to voice their concerns
- Working closely with external safeguarding and child protection agencies

### **5. Types of Abuse Covered**

This policy addresses protection from:

- Physical abuse



- Sexual abuse
- Emotional abuse
- Neglect
- Bullying and cyberbullying
- Exploitation (including trafficking and grooming)

### 6. Responsibilities

All Staff & Volunteers Must:

- Complete safeguarding training
- Follow the code of conduct at all times
- Report any concerns immediately

Designated Safeguarding Officer (DSO):

- Oversees implementation of this policy
- Is the main point of contact for all safeguarding matters
- Liaises with local authorities and child protection services

DSO Contact: Fatemeh Heidari

Email: [fatemeh@torontofa.com](mailto:fatemeh@torontofa.com)

Phone: +1-647-517-4660

### 7. Procedures for Reporting Concerns

If anyone is concerned that a child or vulnerable person is at risk:

1. Report it immediately to the DSO or a senior staff member.
2. If urgent and life-threatening, call emergency services.
3. Concerns will be treated with confidentiality and urgency.

### 8. Safer Recruitment

We ensure:

- All staff and volunteers undergo reference checks
- Background checks, including Vulnerable Sector Check, are required before working with children
- Interviews assess commitment to safeguarding



## 9. Code of Conduct

All staff must:

- Treat all players with respect and fairness
- Avoid any inappropriate physical contact
- Never be alone with a child where they cannot be seen
- Avoid taking photos/videos without parental consent

## 10. Policy Review

This policy will be reviewed annually or whenever legislation or operational needs change.

## 11. Contact Details for External Support

- Children's Aid Society: +1-416-924-4646
- Kids Help Phone (Canada-wide): +1-800-668-6868
- Police Non-Emergency: +1-416-808-2222
- Emergency: 911

### Approved by:

Masoud Movaghatian

President,

Toronto International Football Academy, Inc.

Date: Jan 2, 2025

Signature

Handwritten signature of Masoud Movaghatian in black ink.

Mani Sharifi

Chairman

Toronto International Football Academy, Inc.

Date: Jan 2, 2025

Signature

Handwritten signature of Mani Sharifi in black ink.