3136 Dundas Street West
Toronto, ON
M6P 2A1
www.thpfc.ca

THPFC Rule of Two Policy

Applies To: *This policy applies to all THPFC coaches, assistant coaches, technical staff, team officials, volunteers, administrators, Board members, parent liaisons, screened adults, and any other Persons in Authority who interact with athletes during Club-sanctioned activities. It applies to all THPFC programs and environments, including recreational, development, competitive, OPDL, camps, clinics, tournaments, travel, training, meetings, locker rooms, changing areas, transportation, overnight accommodations, and virtual or in-person communications.*

Toronto High Park FC – Gender Equity Policy

Document Purpose

The following is a Rule of Two policy that has been adapted to suit Toronto High Park FC (THPFC), this is to ensure all athletes and coaches are in a safe environment during club related activities.

The Coaching Association of Canada's Rule of Two states that there will always be two screened and NCCP-trained or certified coaches with an athlete in situations where the athlete is potentially vulnerable. One–on–one interactions between a coach and an athlete, without another individual present, must be avoided in all circumstances except medical emergencies.

Standards

The Coaching Association of Canada has developed standards for the Rule of Two.

Gold Standard: Canada Soccer expects that all organizations will work toward the Gold Standard, having two NCCP-trained or certified coaches always present with an athlete.

Silver Standard: If NCCP-trained or certified coaches are not available, screened volunteers (such as managers, support personnel, chaperones, and Directors of the club or organization) should be available instead.

Bronze Standard: If screened volunteers are not available, parents of other athletes should be asked to temporarily substitute.

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Lowest Standard: If another adult is not available, there should always be more than one athlete with the coach (this is the lowest standard and is not recommended). At Toronto High Park FC this scenario seldomly happens but can happen due to field location, resources etc.

Coaches are all trained rigorously on the highest standards and etiquette in how they should coach players and will never run a session with a child by themselves with no adults present.

Terminologies

Screened adult: This is when an adult has done their "vulnerable sector check" and is cleared to participate in activities in which minors (children under the age of 18) are involved.

Trained Coach: This is when an adult goes through the licensing process to become certified. They have completed the course and have learnt all necessary materials that are required to facilitate a session that involves minors. In this stage they have not been assessed.

Certified coach: This is when an adult has done all necessary training and has been assessed by an evaluator on their knowledge. A certified coach is qualified to conduct sessions within Toronto High Park FC.

Guidelines

Canada Soccer strongly recommends the following guidelines for organizations to ensure they are following the Rule of Two. In the guidelines below, a 'Person in authority' is defined as an NCCP-trained or certified coach, a screened volunteer, or other adult. The organization is meeting the Gold Standard for the Rule of Two if the Person in Authority is always an NCCP-trained or certified coach.

Travel Policy

The following guidelines are strongly recommended during travel with athletes and will be implemented to the best of THPFC's ability:

- A Person in Authority may not be alone in a car with an athlete unless the Person in authority is the athlete's parent or guardian.
- A Person in Authority may not share a room or be alone in a hotel room with an athlete unless the Person in authority is the athlete's parent or guardian.
- Room or bed checks during overnight stays will be done by two Persons in Authority.

Locker Room / Changing Area / Meeting Room

The following guidelines are strongly recommended for locker rooms, changing areas, and meeting rooms:

- Interactions between a Person in Authority and an individual athlete should not
- occur in any room where there is a reasonable expectation of privacy such as the locker room, meeting room, washroom, or changing area. A second Person in Authority should be present for all necessary interactions in any such room.
- If Persons in Authority are not present in the locker room or changing area, or if they are not permitted to be present, they should still be available outside the locker room or changing area and be able to enter the room or area if required(for emergencies etc)

Training / Competition Environment

The following guidelines are strongly recommended for the training and competition environment (including before, during, and after practices and games):

- A Person in Authority should never be alone with an athlete prior to or following a game or practice, unless the Person in Authority is the athlete's parent or guardian. If the athlete is the first athlete to arrive, the athlete's parent should remain until another athlete or Person in Authority arrives.
- Similarly, if an athlete would potentially be alone with a Person in Authority following a game or practice, the Person in Authority should ask another Person in Authority (or a parent or guardian of another athlete) to stay until all the

athletes have been picked up. If an adult is not available then another athlete should be present in order to avoid the Person in Authority being alone with a single athlete.

- Persons in Authority giving instructions, demonstrating skills, or facilitating drills or lessons to an individual athlete should always be doing so within earshot and eyesight of another Person in Authority.

Gender Identity

A Person in Authority who is interacting with athletes should be of the same gender identity as the athletes. The following guidelines are put in place.

1. For teams consisting of athletes of just one gender identity, a Person in Authority of the same gender identity should be available to participate or attend every Interaction.

2. For teams consisting of athletes of more than one gender identity (i.e. co-ed teams), a Person in Authority of each gender identity should be available to participate or attend every interaction Initiatives by THPFC to ensure athletes and coaches are safe.

Initiatives by THPFC to ensure athletes and coaches are safe

Toronto High Park FC has taken the Coaching Association of Canada's Responsible Coaching Movement Pledge. This includes:

- Commit to following the "Rule of Two" as best as possible club-wide.
- Commit to ensuring coaches have had Background Screening.
- Make mandatory that coaches have completed Ethics Training including:
    - NCCP Make Ethical Decisions
    - Respect in Sport training.

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- Informing parents and guardians that the club or team is aiming to achieve the Gold Standard for the Rule of Two; that is, that two NCCP-trained or certified coaches should always be present with an athlete.

We at Toronto High Park FC are sharing guidelines with parents and guardians and ask them to help identify situations, and acknowledge instances, when the club or team was not following the Rule of Two.

THPFC is including the Rule of Two as part of our onboarding/orientation process for:

- Full-Time Staff
- Coaches
- Volunteers
- Interns

We will also;

- Provide parents with information about the NCCP, so that parents can become NCCP trained or certified coaches (even if they are not actively coaching the team).

- Recruit a Parent Liaison or other individual to help find parents and guardians to assist in situations where two NCCP-trained or certified coaches may potentially not be present.

- For teams that only have coaches who do not share the same gender identity of some or all the athletes (i.e., for female teams with male coaches), ask a parent or guardian of the gender identity of the athletes to serve as a regular volunteer or 'bench parent' with the team.

THPFC also has committed to having;

1. A Code of Conduct to Protect Children can be found here.

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2. Guidelines for Appropriate/Inappropriate Conduct between Adults/Adolescents and Children (found in code of conduct).
3. A policy and procedure, provided to parents and Persons in Authority, that outlines what to do if inappropriate conduct is witnessed.
4. Adopt a Discipline Policy that includes the appropriate processes for addressing misconduct and failures to follow these Rule of Two Guideline

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