



## **Policy on Protection from Sexual Exploitation and Abuse, and Child Protection**

*Last updated: January 2026*

East York Baseball Association (“EYBA”) places human rights and dignity at the centre of its work. Sexual and reproductive health and rights includes protection from exploitation and abuse of vulnerable adults and children. EYBA is committed to helping all people realize their full rights in Canada and globally. EYBA is also committed to ensuring that its work considers and addresses the diverse needs and intersectional circumstances of different communities. Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) must not be tolerated; they are an unacceptable breach of the fundamental rights of the people we serve and of those with whom we work as well as a betrayal of our core values.

### **2. Purpose**

This policy defines EYBA’s commitment to the protection from sexual exploitation and abuse (PSEA) of vulnerable children and youth, involving EYBA Personnel (as defined below). This policy also affirms EYBA’s commitment to the welfare and protection from sexual exploitation and all forms of abuse of children, involving EYBA players and participants.

EYBA has zero tolerance with respect to violence, abuse, harassment, or exploitation of children. EYBA takes seriously any allegations of sexual exploitation harassment abuse or child abuse involving any of EYBA’s volunteers. EYBA initiates rigorous investigation of any complaints that indicate a possible violation of this policy and will take appropriate disciplinary action, as warranted.

This policy accompanies EYBA’s and Baseball Ontario’s Codes of Conduct for Players, Volunteers and Umpires and the Baseball Ontario Concussion and Return to Play Policies, all of which are adopted.

### **3. Scope of Application**

This policy applies to all EYBA players, parents, coaches, volunteers, umpires, field staff, executive, employees, contractors and related personnel (collectively, “EYBA Personnel”).

### **4. Definitions**

#### **4.1 Children<sup>[1]</sup> and Vulnerable Adults**

A child is any individual under the age of 18.

Vulnerable adults are defined as: those aged over 18 years and who identify themselves as unable to protect themselves from harm or exploitation or who, due to their gender, mental or physical health, disability, ethnicity, identity, orientation, economic or social status, or as a result of disasters and conflict, are deemed to be at risk.

#### 4.2 Sexual Exploitation[2]

Sexual exploitation means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

#### 4.3 Sexual Abuse

Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

#### 4.4 Child Exploitation and Abuse (involves one or more of the following):

##### a) Physical Abuse

Physical abuse occurs when a person purposefully injures or threatens to injure a child or young person. This may take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

##### b) Emotional Abuse

Emotional abuse is inappropriate verbal or symbolic acts toward a child or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability. Such acts have a high probability of damaging a child's self-esteem or social competence.

##### c) Neglect

Neglect is the failure to provide a child (where they are able to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and well-being.

##### d) Childhood Sexual Abuse

Child sexual abuse is the involvement of a child in sexual activity that s/he does not fully comprehend, give informed consent to, or for which s/he is not developmentally prepared and cannot give consent or that violates the laws or social taboos of society. It is evidenced by an activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. It may include, but is not limited to, the inducement or coercion of a child to engage in any unlawful sexual activity, the exploitative use of a child in prostitution or other lawful sexual practices or the exploitative use of pornographic performances and materials.

##### e) Grooming

Grooming generally refers to behaviour that makes it easier for an offender to procure a child for sexual activity. It often involves the act of building the trust of children and/or their carers to gain access to children in order to sexually abuse them. For example, grooming includes encouraging romantic

feelings or exposing the child to sexual concepts through pornography or other incremental behaviours to encourage sexual activity.

#### f) Online Grooming

Online grooming is the act of sending an electronic message with inappropriate content to a recipient who the sender believes to be less than 18 years of age, with the intention of the recipient engaging in or submitting to sexual activity with another person, including but not necessarily limited to the sender.

#### 4.5 Sexual Exploitation and Abuse

Use of the term “Sexual exploitation and abuse” throughout this policy refers to children as well as vulnerable people/adults.

### **5. Core Principles**

5.1 Sexual exploitation and abuse or child abuse by EYBA’s Personnel constitute acts of gross misconduct and are therefore grounds for termination of employment.

5.2 Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of the child is not a defence.

5.3 Exchange of money, employment goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour by EYBA’s Personnel is prohibited when related in any way to the work being undertaken by EYBA. This includes the exchange of assistance that is due to programme participants or beneficiaries.

5.4 Sexual relationships amongst EYBA Personnel (other than those entering EYBA as a couple, such as husband and wife) are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.

5.5 Where any EYBA Personnel develops concerns or suspicions regarding sexual abuse or exploitation by a fellow EYBA Personnel, they must report such concerns via established reporting mechanisms.

5.6 EYBA Personnel are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment.

### **6. Commitments**

EYBA commits to fulfilling the six Core Principles set out above through implementation of the following commitments:

6.1 Develop organization specific strategies to prevent and respond to sexual exploitation and abuse, including incorporating specific job responsibilities (such as staff training, complaint and response mechanisms, and coordinating oversight and progress report by directors) in specific EYBA Personnel to support and ensure effective implementation, where necessary.

6.2 Undertake risk assessments to identify areas of risk and document steps that are being taken to remove or reduce these risks.

6.3 Incorporate EYBA's standards on sexual exploitation and abuse in relevant codes of conduct and induction materials and training.

6.4 Investigate allegations of sexual exploitation and abuse and child abuse in a timely and professional manner. This includes the use of appropriate interviewing practices with complainants and witnesses, particularly with children. Engage professional investigators or secure investigative expertise as appropriate.

6.5 Take swift and appropriate action, including legal action when required, against EYBA Personnel who commit sexual exploitation and abuse and child abuse. This may include administrative or disciplinary action, and/or referral to the relevant authorities for appropriate action.

## **7. Responsibilities**

7.1 All EYBA Personnel share an obligation to prevent and respond to sexual exploitation, abuse, and child abuse. It is up to all to uphold the vision and core values of EYBA.

7.2 Directors must ensure that all EYBA Personnel understand and comply with this policy and include training, recruitment, induction, and operational measures to uphold this policy and prevent sexual exploitation and abuse.

## **8. Raising a Complaint or Concern**

EYBA Personnel have a responsibility to report any suspicion or concern of sexual harassment, exploitation, or abuse. Any individual can raise a concern/complaint to EYBA about an incident they have experienced, witnessed, or heard about concerning an EYBA staff member or partner (suppliers, partners, contractor, etc.) without fear of retribution. EYBA Personnel must not investigate allegations or suspicions against themselves.

### **8.1 Reporting Channels**

Anyone can raise a concern or make a complaint to EYBA about something they have experienced or witnessed without fear of retribution, by contacting the President of EYBA or Baseball Ontario directly.

### **8.2 Confidentiality**

Complaints can be made anonymously. Every effort will be made to maintain confidentiality throughout the complaints process. Information that identifies individuals involved in a complaint will be limited to essential personnel and will not be shared further without obtaining the informed consent of those involved, except if someone's life is at risk, a child is at risk, or as required by law in consultation with legal counsel and where safe to do so. Non-identifying information will be shared as per reporting requirements.

EYBA Personnel involved in the complaints process will be made aware of the importance of maintaining confidentiality and may be asked to sign a confidentiality agreement. EYBA Personnel who breach confidentiality may be subject to disciplinary action and others who work with EYBA may have their relationship with EYBA terminated. In some cases, such breaches may constitute breaking the law.

### 8.3 Retaliation against Complainants, Survivors and Witnesses

EYBA will take action against anyone, whether they are the subject of a complaint or not, who seek or carry out retaliatory action against complainants, survivors or other witnesses.

### 8.4 Complaints about Partner Organizations

Where EYBA receives a complaint about a partner organization, EYBA will expect the partner to respond safely, quickly and appropriately.

## **9. Associated Policies**

This policy is complimentary to the set of standards and behaviour as laid out in EYBA's and Baseball Ontario's other policies. This policy is a response to EYBA's accountability to the communities we work with and is to be operationalized as part of the broader organizational accountability frameworks.

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[1] Definition of child from the InterAgency Standing Committee (IASCJ Guidelines to implement Minimum Operating Standards for Protection from Sexual Exploitation and Abuse by UN and non-UN Personnel, March 2013.

[2] Definitions of "sexual exploitation" and "sexual abuse" from the United Nations Secretary General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/L3).