

SEXUAL ABUSE IN AMATEUR SPORTS

A GUIDE TO PREVENTION
AND INTERVENTION

DEVELOPED FOR SPORTS ADMINISTRATORS

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**A guide to prevention
and intervention**

**Developed for
sports administrators**

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Foreword

In 1992, the ministère du Loisir, de la Chasse et de la Pêche (Ministry of Recreation, Hunting and Fishing) (MLCP)* brought forward a strategy to deal with sexual abuse in amateur sports. This strategy involves the following four elements :

- an information campaign directed toward parents and designed to remind them that they have the primary responsibility for the safety of their children and that they must vigilantly supervise their sports activities;
- the production and distribution of a guide for sports administrators designed to inform and to provide suggested mechanisms for the introduction of an effective policy on sexual abuse;
- the production and distribution of a manual for coaches which provides them with information concerning sexual abuse and what can be done to maintain a safe environment, as well as information on how to avoid being falsely accused or having their actions misinterpreted;
- the preparation and distribution of a notice from the ministry to sport federations (Appendix 7) urging them to include provisions in their by-laws for the suspension or dismissal from a coaching position of a person accused or found guilty of sexual abuse.

* The Direction générale du loisir et des sports (Recreation and Sports Directorate) has been part of the ministère des Affaires municipales (Municipal Affairs Ministry) since January 11, 1994.

Future responsibility for this strategy will now belong to the ministère des Affaires municipales (Ministry of Municipal Affairs), which would like to thank the following people who contributed to the development of this manual :

- Rémi Beauchemin, who serves as a parent-advisor on the think tank and also chairs the coaching committee of the Fédération québécoise du hockey sur glace (Quebec Ice Hockey Federation).
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In this text, the masculine pronoun is used solely in the interests of simplicity.

Introduction

In Quebec, some 750,000 young people and almost 75,000 coaches are involved in organized amateur sports. Volunteers (coaches, officials, administrators) devote much time and energy to children and demonstrate a degree of social commitment significantly beyond that of the average individual.

By virtue of what they do, coaches exert great influence over young people because in addition to serving as role models, they are sometimes also the heroes, and frequently the confidants of our children.

As is the case in other settings, the world of amateur sport is grappling with the problem of children as the victims of sexual abuse, where either :

- coaches or volunteers take advantage of their position to sexually abuse children;
or
- coaches or volunteers discover cases of the sexual (or other) abuse of children.

The purpose of this guide is to inform the reader of the issues involved and the responsibilities of all concerned and thus better enable him to help provide protection and intervene appropriately in any problem situation.

This guide is also intended to serve sport organizations and their administrators as an aid in the prevention of sexual abuse. It will enable them to take concrete steps toward preventing sexual abuse, while at the same time establishing a context which discourages a potential abuser. This guide may be tailored to suit each organization's needs and human resources.

The world of sport has an obligation to protect children by providing them with a safe environment; it must also ensure that they do not abandon their sport and, likewise, that abusers do not leave the organization to seek victims elsewhere.

Note : The term "child" refers to a person under the age of 18 years.

An "abuser" is someone who commits an abuse of a sexual nature.

PART ONE

Facts you should know about sexual abuse in amateur sports

Sports: Why and for whom?

All children, regardless of their age, depend on adults for their physical, psychological, social and emotional development.

An individual involved in a sport may play a significant role in the lives of the young people with whom he is associated and must be aware of the enormous influence he has over them — an influence which is often stronger than that of either parents or teachers.

Indeed, it is often through a coach that a young person learns to know himself, to assess his own self-worth, and to develop his own set of values. For this reason, the sport practitioner must have a deep respect for the child and his needs.

Unfortunately, there are those with behavioral problems of a sexual nature who take advantage of their position of authority and their influence over children in order to satisfy their own needs.

What constitutes sexual abuse?

First and foremost, the sexual abuse of a child is a crime.

Moreover, when the abuser is in a position of trust or authority, the idea of consent, whether express or implied, cannot be used to justify sexual activity. It is therefore the adult who must always demonstrate maturity.

The *Criminal Code* now lists the following 16 sexual offences that could involve children. Such offences may include :

- Sexual interference
- Invitation to sexual touching
- Exposing genitals to a child
- Sexual assault
- Sexual exploitation of a young person
- Anal intercourse
- Bestiality
- Parent or guardian procuring sexual activity of a child
- Householder permitting sexual activity
- Vagrancy
- Offences relating to juvenile prostitution :
 - Living off the avails of child prostitution
 - Attempting to obtain the sexual services of a child
- Incest
- Corrupting children
- Indecent acts
- Sexual assault with a weapon, threats to a third party or causing bodily harm
- Aggravated sexual assault

Not only is child sexual abuse severely condemned in the court of public opinion but in a court of law, it may also lead to a sentence ranging from a fine to imprisonment.

A person, whether an adult or an adolescent, may be found guilty if he or she abuses a position of power, trust and/or authority to cause a child to take part in any type of sexual activity. An accused person will be found guilty if the court is convinced that a crime has occurred, that the accused is the person who committed the crime and that he or she intended to commit the crime.

The fact that it is not possible to establish the guilt of an accused person does not necessarily mean that no sexual abuse occurred, that there is no victim or that no action can be taken.

For various reasons, specifically to spare the child the potential trauma associated with legal proceedings, the Deputy Attorney General may decide not to lay a charge, even though all the necessary evidence has been accumulated.

In every case, there are steps which may be taken with regard to the victim, his immediate environment and the abuser.

The scope of the problem

No studies exist of the problem of sexual abuse in amateur sports. It is a generally healthy setting and its volunteers trustworthy. However, sexual abuse does occur in amateur sports and it deserves our concern, because even one case is one case too many. This is the philosophy that inspired the work behind the sexual abuse strategy of the ministère des Affaires municipales and the development of this manual.

While the safety of children is certainly the main objective, it is also appropriate to guarantee parents a sport setting in which they can have confidence. The slightest doubt in the credibility of coaches translates into a decrease in the number of registrations in sport activities; it may even make it difficult to recruit coaches, who might worry about being unjustly accused or having their actions misinterpreted. This sums up the objective : a safe, credible environment and coaches who are able to work with confidence.

Where and when does sexual abuse take place?

Sexual abuse is a sad reality of amateur sports and cannot be ignored. Every milieu is vulnerable : whether socio-economically advantaged or disadvantaged, both individual and team sport settings, and girls', boys' and mixed clubs.

The sexual abuse may take place in private or in a group, in locker rooms or in showers, on or near training sites, on trips or at tournaments, in an automobile, a hotel room or a private home.

If sexual abuse can occur anywhere, the circumstances which prevail in amateur sports make it especially appealing, whether consciously or unconsciously, to abusers and potential abusers.

The presence of a large number of young persons, the power and the authority of sport leaders, the intimacy and trust which can develop between a leader and a child (and his parents), as well as the numerous occasions where a young person may find himself alone with his coach or another person, are just a few of the circumstances which might prompt an abuser to become part of a sport organization or someone who is not yet an abuser to take advantage of the situation to become one.

Who are the victims of sexual abuse?

All children, both boys and girls, may be victims of sexual abuse. In fact, because they admire and often trust the adults who surround them, they can be manipulated, exploited, betrayed and eventually become the victims of sexual abuse. Fear, the desire for privileges or the possibility of rejection are other factors which can explain a child's compliance.

A child does not choose to be the victim of sexual abuse. He is not responsible for it and should, under no circumstances, be blamed for what happens to him. The fact that he did or did not receive privileges in no way mitigates the responsibility of the adult.

A child becomes a victim of sexual abuse not because he is weak or has provoked an abuser, but simply because he is a child. He becomes a victim because he has trusted someone who did not deserve his trust and who saw in him a means to satisfy his own needs, without regard to the well-being of the child.

In this way, any child may one day encounter a sexual abuser or become the victim of an abuse of power or of other unacceptable behavior.

Portrait of a sexual abuser

There is no "typical" sexual abuser. Indeed, such a person is generally someone who is beyond suspicion. However, the mere fact that a person devotes his spare time to helping young people should not automatically mark him for suspicion.

Although it is impossible to distinguish a sexual abuser from a well-intentioned volunteer, a number of factors should be brought to the attention of the leaders of sport organizations who are responsible for recruiting and selecting volunteers.

According to a number of experts, child sexual abusers :

- were sometimes themselves victims of sexual abuse or other types of abuse;
- are men, in 97% to 99% of cases;
- may be married or unmarried;
- often have difficulty establishing a normal, satisfying emotional relationship with an adult person;

- are overly drawn to children and excessively, and sometimes obviously, seek out their company, their trust and their friendship (time alone with a child);
- know how to plan their approach to young people and even their parents; they patiently establish circumstances in which they are free to act without risk of attracting suspicion or being surprised or even accused;
- sometimes try to gain the trust of children through certain treats or gifts; they may resort to blackmail, compliments, trickery, promises or even threats in order to obtain what they want.

The abuser is generally known to his victim and exerts a certain authority or influence over him. The abuser is often someone who is liked and respected by his peers and who has the trust of the child. Once established, this trust will place the abuser above any suspicion and will give him the illusion of being able to act with impunity, without fear of accusation or even suspicion.

The longer sexual abuse persists without punishment or fear of accusation, the more an abuser is encouraged to continue. Unfortunately, for every accusation brought against a sexual abuser, there are many victims who do not come forward, but who attempt, instead, to forget their suffering and seek comfort in silence. The actual number of cases of child sexual abuse is greater than that revealed by the investigation of complaints and laying of charges.

There are various types of sexual abusers. Some will never be able to change their behavior, even after long periods of therapy. Ideally, with a great deal of determination, an individual who suffers from certain behavioral problems will learn to control the impulses which cause him to seek out the company of children and to abuse them sexually. However, nothing can ever be taken for granted and recidivism is always a fear.

How to recognize a child who has been sexually abused

A child who has been the victim of sexual abuse is not always capable of voluntarily informing those around him of his situation. However, certain indicators should suffice to alert a coach or the people around the child to the fact that something is wrong and prompt them to look into his situation more closely. Moreover, the child may try to reveal his problem indirectly, and may not necessarily be willing to talk about it.

Indirect clues may include :

- an obvious loss of interest in the activity and/or a significant decrease in the quality of performance, or even a complete withdrawal from the activity;
- difficulty sleeping, changes in appetite, abdominal discomfort, vomiting, nose bleeds;
- a tendency to avoid certain persons, situations or locations;
- an unusual desire to be alone, a tendency toward withdrawal, running away, truancy;
- depression, a negative attitude, frequent aggressiveness and even self-destructive behavior, irritability;
- physical evidence : bruises, burns, sexually transmitted diseases, repeated injury (possibly even self-inflicted in an effort to attract the attention of those around him);
- the development of certain phobias or exaggerated fears;

- a decrease in self-esteem and an unusual need for positive reinforcement;
- mood swings;
- inappropriate sexual behavior for the child's age.

This evidence does not necessarily constitute proof that a child has been the victim of sexual abuse, but should be enough to suggest that something is wrong, particularly if such behavior persists or is accompanied by other unusual behavior.

This evidence may also signal other types of mistreatment, whether physical, psychological or emotional. Similarly, family problems, or problems at school or related to a child's self-esteem or sport performance may also trigger such symptoms.

What are the consequences experienced by the victims of sexual abuse?

Sexual abuse in sport may take the form of harassment, voyeurism, exhibitionism, touching, fondling, assault or even rape. However, because force or physical threats are used, the abuser will leave few bruises or very obvious physical evidence on his victim. This fact in no way diminishes the consequences, and the effects can be devastating.

For example, one of the consequences for a child who is the victim of sexual abuse is that he may be unable to establish a normal emotional and/or sexual relationship with another person once he reaches adulthood.

These consequences will be even more profound and painful if the child has placed his trust in the abuser, if he has felt emotionally tied to him or if he has had to depend on him for protection or to meet certain essential needs.

Some victims of sexual abuse perceive that their psychological and emotional equilibrium has been completely upset. They often feel powerless, ashamed and guilt-ridden. They are also afraid of having fingers pointed at them and of being judged by their parents and those around.

Repeated sexual abuse over an extended period of time may cause serious emotional damage and engender self-destructive behavior. During adolescence, such behavior may often result in alcohol or drug abuse, eating disorders, delinquency, prostitution or even suicide.

In addition to the many psychological effects, there is also the possibility of the transmission of sexual diseases or cases of unwanted pregnancy.

Middle- and long-term consequences can be lessened by means of various types of therapy, by placing the child in a better environment and monitoring his progress. The child's age, his personality, degree of risk, and the strength of his feelings of guilt about the abuse are other factors which may affect the seriousness of the consequences. In addition, the reaction of those in his immediate environment may be critical to the child. However, the fact that effective treatments exist can in no way diminish the potential impact of the abuse on the child.

Most cases of abuse are kept secret until long after the abuse has come to light. Such situations can therefore persist for several years after they have been discovered and accusations have been made. In the meantime, many victims will have decided to abandon their sport of choice and remain silent.

This silence has the double effect of preventing many victims from obtaining help and permitting the abuser to continue to abuse other children.

Finally, for every child who has been the victim of sexual abuse, there are many other persons who are likely to require assistance : the children who are close to him and their parents, as well as his own parents. In addition, without minimizing the seriousness of the abuser's actions, both he and his family will also need help.

In addition to destroying lives, such inexcusable and unacceptable practices offend the ideals of sport and tarnish the image of both sport organizations and the devoted volunteers without whom amateur sport would be unable to fulfill its social mission.

PART TWO

The development of a general intervention policy on sexual abuse in amateur sports

There are several factors which a sport organization should take into account in the design and implementation of its action policy. Its success depends in large part on the activities developed to inform children, parents and coaches and to prevent the occurrence of abuse.

In order to create a safe environment and to discourage abusers, the organization should :

- clearly define its position regarding sexual abuse;
- appoint a sexual abuse officer;
- have a clearly defined procedure for recruiting and hiring coaches;
- know the procedures to be followed where there is a reasonable suspicion of sexual abuse;
- inform parents regarding its position and its policy on sexual abuse;
- seek out professional assistance in interventions involving children;
- ensure that all volunteers and coaches are aware of the problem of sexual abuse.

A clearly defined policy

Just as they have a policy on training, every sport organization, including individual sport clubs, sport associations, educational institutions, municipalities and community centres which offer sport programs, should have a clearly defined policy on sexual abuse. The development of such a policy could be the responsibility of the board of directors of a club or association, the sport director of an educational institution, or the recreation director of a municipality or community center (see Appendix 4 for a model policy).

Before publicizing its action policy and philosophy, the organization should first present it to all its coaches either at a meeting at the beginning of the season, or in document form.

It may also be helpful to show this policy to the Sûreté du Québec (Quebec provincial police), the municipal police, the regional office of the Direction de la protection de la jeunesse (Youth Protection Branch), the various associations which are active in matters of sexual abuse or the health-care professionals who can be of assistance to the sport organization. They will find it easier to provide assistance in the context of a policy with which they are already familiar than in one where objectives have been poorly laid out.

A policy for the prevention of sexual abuse is as necessary to the safety of children as proper instruction in technique, respect for safety rules, sportsmanship or an anti-doping policy.

The appointment of a sexual abuse officer

In the interests of ensuring the maximum degree of co-ordination in all actions, every organization should appoint a sexual abuse officer. A person could be designated for this role from among parents or friends of the organization who work with children on a professional basis, whether in the area of health (doctor, nurse, psychologist), education (teacher or other staff member) or an organization already active in the area of sexual abuse. It is important that someone be given specific responsibility for this matter in the interests of the successful achievement of specific objectives.

Conversely, an organization could call upon the director of a sports institute or the recreation director of a municipality or community center. This approach could be quite successful since such persons have a full-time involvement in sport and can truly assume a leadership role in the area of sexual abuse.

The primary responsibilities of such an officer could be as follows :

- to develop the organization's general action policy;
- to ensure the implementation of procedures governing the recruitment, hiring and supervision of coaches;
- to provide volunteers and coaches with information concerning sexual abuse and the procedures to be followed in cases of reasonable suspicion (information sessions, documentation, and so forth);
- to establish the appropriate contacts with and represent the organization in dealings with the Sûreté du Québec or the municipal police, the director of youth protection (DYP), community groups working in the area of sexual abuse, specialists, and so forth;
- to assist the organization's volunteer or coach when a problem arises and to direct him toward the appropriate authorities;

- to respond to the questions of parents, provide them with any assistance they may request and direct them toward the appropriate authorities;
- to co-ordinate any appropriate professional intervention in the case of prevention-related activities involving the children or an actual problem situation;
- to achieve a consensus with the organization concerning a procedure for the temporary or permanent suspension of a coach from his duties (see Appendix 7). He should consult the relevant provisions in the by-laws of the provincial authority governing the sports;
- to reach an agreement with the organization concerning the procedure to be followed in a case where an investigation by the appropriate authorities reveals that no sexual abuse has occurred.

Procedures for the recruitment and hiring of coaches

This is probably the aspect of intervention for which the organization bears the heaviest burden of responsibility.

In fact, the sport organization has a social obligation to take the necessary steps to ensure the integrity of its coaches and volunteers.

Legal action could be taken against an organization if it is demonstrated that it did not verify certain points before entrusting children to a coach. A candidate's availability should not be the sole selection criteria.

In fact, all sport organizations share a great collective responsibility because a case of sexual abuse in one sport has repercussions among all others. Abusers are often

persons who are "beyond suspicion" and it is essential that the procedure for selecting coaches be very detailed.

Indeed, it is through a systematic hiring process that an organization can do the most in terms of preventing sexual abuse, while at the same time establishing an atmosphere that discourages potential abusers. Such a process consists of the following four stages:

- the organization informs the candidate about its sexual abuse policy; the candidate completes a personal information sheet;
- the candidate promises to abide by a code of ethics;
- the sexual abuse officer verifies the candidate's references.

The organization informs the candidate about its sexual abuse policy

The organization should explain its sexual abuse policy to each candidate, either at a meeting or simply by providing the candidate with a written copy of the text of its policy.

The candidate completes a personal information sheet

This sheet (see Appendix 2) enables the organization to gather references and information concerning the coach's past experience, his training requirements and his previous history in other sports and organizations. It should be noted that an organization should pay particular attention to a history of frequent relocations.

The candidate promises to abide by a code of ethics

This is an excellent way to encourage the candidate to reflect upon his commitment, his influence over children and the various duties which await him (see Appendix 3 for examples of codes of ethics).

The sexual abuse officer verifies the candidate's references

When the sexual abuse officer checks the candidate's references he should identify himself clearly and explain his role with regard to the organization's policy. This step is very important because it makes it possible to demonstrate that everything has been done to ensure that the candidate is qualified for the position.

References should be required from at least two persons, either the candidate's present employer or someone in authority in an organization to which the candidate has previously belonged, or a person who can comment on how the candidate relates to children.

Possible questions to be asked of persons providing references for candidates :

- In general, how would you describe the candidate's behavior when dealing with children?
- Why would the candidate wish to be involved in a youth organization?
- How well will the candidate be able to comply with the policy of the organization?
- Does the candidate have any alcohol or drug-abuse problems?
- Is there any reason to believe that the candidate has already or could potentially sexually abuse children?

An organization wishing to be more thorough could conduct a more systematic interview of the candidate (see Appendix 4 for how to conduct the interview). The various police forces may also be consulted, although such a step is complex and delicate (see Appendix 5). The organization could employ either of these approaches in the case of a coach who is hired to work on a full-time basis or at a specific performance level of the sport. These approaches could also be adopted at the request of a coach who claims that he has been unjustly accused of abuse.

Procedures to be followed in the case of reasonable suspicion of sexual abuse

The duty of every citizen

The *Youth Protection Act* provides that every person who provides care or services to children or adolescents, even one having privileged information, has an obligation to inform if he has reasonable cause to believe that a child is in danger within the meaning of the act. One such cause is where the security or development of a child is endangered by sexual abuse or physical ill-treatment through violence or neglect.

The act also reminds every adult "that he is bound to bring the necessary assistance to a child who wishes to notify the competent authorities of a situation that endangers his security or development, that of his brothers and sisters or that of any other child" ..

It should also be borne in mind that it is not necessary to have proof or to know with absolute certainty that a child has been the victim of sexual abuse and is in need of protection. Any adult with reasonable grounds to suspect that this is the case is obligated to bring the situation to the attention of the authorities.

The establishment of a reasonable suspicion

There are two situations in which an adult may have reasonable cause to believe that a child is the victim of sexual abuse. In the first, the evidence is circumstantial because it originates in rumor or the observation of certain facts. In the second case, the information comes directly from the child.

- Rumors and the observation of facts -

An adult who hears or observes certain things about an adult or a child must not brush the matter aside, concluding that "it's not possible". Likewise, he must not launch into an inquisition. Rather, he should :

- consider the source of the rumor and the credibility of that source;
- very discretely check the repetitiveness of observations and activities surrounding this adult or child;
- contact the sexual abuse officer of the organization in order to discuss the matter; increased surveillance of activities around the child and the adult in question could be considered;
- seek the advice of the police or the DYP (see Appendix 9) in assessing the situation and deciding upon an approach.

- **Disclosures made by the child** -

The constant or repeated occurrence of rumors and observances of the type mentioned above is often the first source of information. It may then be possible to encourage the child to confide in someone.

This must be done with a great deal of tact and gentleness because the child must not feel forced to speak. The subject could be raised in any one of the following ways :

- ask him if anything is bothering him;
- show an interest in or even a concern for his well-being, saying that for the last little while he has shown certain signs that may lead you to believe he is going through some difficult times;
- assure that him that you only wish to help him;
- invite him to confide in you, even if it is about something that he does not want to talk about for fear of causing problems for other people;
- respect his needs and do not rush him.

Where a child confirms that he is in a situation of sexual abuse, the main guidelines are as follows :

- Speak to the child on a one-to-one basis.

Bring the child to a quiet place where he can relate what has happened in his own words. In order to avoid turning such a meeting into an interrogation session, it is best to allow the child to talk without exerting any pressure and without asking leading questions. We would stress here that specially trained persons will question the child later when a police force or the DYP becomes involved.

- Listen attentively to what the child has to say.

The presumed abuser may appear to be beyond reproach. Children rarely lie about matters of this nature and it is also very unusual for them to seek attention on such a pretext. You should reassure the child that he has done the right thing in talking about it and, of course, refrain from making any hasty judgments.

- Remain calm and reassure the child.

If you cannot restrain your anger, it is important to make the child understand clearly that it is not directed toward him, but rather at what has happened to him. Furthermore, he is not responsible for what has happened to him and should not be blamed for it. One should avoid making promises that cannot be kept, for example, that the abuser will be punished, since such a consequence is beyond the responsibility of a single individual.

If the child asks that his secret not be revealed, he should be reminded that in speaking out he is also asking for help. The adult in whom he has confided will explain that since he has told him about his problem he intends to do everything possible to help him, but that because other people are involved he cannot promise that it will remain a secret.

- Take notes.

It is very important to record the facts reported by the child in writing because such a report could prove very useful during the investigation.

The written report should include the following :

- the child's name;
- the child's address;
- the date and location of the child's statement;
- the child's statement describing (in his own words) the actions of the abuser;
- the description of the abuser;
- the personal comments of the child.

Take immediate action

It is important to inform the police as soon as a serious suspicion of sexual abuse arises. In the interests of the successful outcome of any potential investigation, it is helpful if the police are the first to be informed. It should be pointed out that the police are obligated to advise the DYP as soon as possible in order that the latter can assure the psychological and physical well-being of the child. In the case where the abuser is a stranger, the DYP must contact the child's parents and reach an agreement with them concerning how to proceed in response to what has occurred.

Police investigations in child abuse cases are always conducted expeditiously and with the welfare of the child in mind.

In the interests of a successful investigation, the abuser should only be advised of the complaint against him by the investigator in charge of the file.

The police officer's main role is to collect all the evidence required in order to charge the abuser and arrest him in a timely fashion. The file is then submitted to the deputy attorney general who will initiate legal proceedings, if appropriate.

It is important to bring a complaint because it is only through a police investigation that the abuser can be arrested and other children protected. The outcome of such an investigation depends largely on the testimony and the evidence provided by persons working in the environment in which the abuse was committed.

The sport organization should not attempt to be a substitute for the legal institutions, nor should it attempt to initiate a parallel process to the current legal process. In fact, it is important to avoid jeopardizing the evidence by initiating an unnecessary process duplicating the steps taken in the investigation. Indeed, the investigation is a delicate process, requiring competence on the part of the investigator and the presence of a professional to assist the child and his parents.

As soon as the outcome of the investigation and the legal proceedings is known, the organization can take steps based on a violation of the *Criminal Code*. If the outcome of legal proceedings is not conclusive, the organization may take action, but it must respect certain very specific guidelines (Appendix 7 suggests a number of approaches open to the sport organization).

It is also possible to bring a case of sexual abuse to the attention of the DYP (see Appendix 6).

Informing parents

Although the sport organization may seek to do everything in its power to counter sexual abuse, it is the parents who have the prime responsibility for the safety of their children. They should therefore participate in the development of the organization's general action policy. In this way, they will be able to learn about the policy, understand and comply with it and at the same time, acquire a vested interest in the goals of the organization.

The parents must first have confidence in the quality of the environment established by the organization. They should also be satisfied that the organization is implementing very specific policies with regard to the hiring of coaches.

Before the season begins, the organization should convey the following information to the parents, either in writing or at a meeting :

- the organizations policy on sexual abuse;
- the name and address of the sexual-abuse officer;
- the procedure for recruiting and hiring coaches;

- the importance of vigilance, bearing in mind that despite all the precautions taken and the fact that a coach does not fit the typical picture of an abuser, no one is completely safe;
- the need to pay attention to their child in order to be quickly aware of any inexplicable changes in behavior or the appearance of certain symptoms such as those described in this guide.

If a child tells his parents that he has been the victim of sexual abuse, or if his parents are suspicious, they can contact either the police, who will immediately launch an investigation, or the DYP, if they would like further information.

It is also important for the parents to contact the sexual-abuse officer of the sport organization because other children may also be having problems. Moreover, the officer may already have established all the necessary contacts with the appropriate authorities and a strategy of intervention may have been proposed.

Professional assistance for children

Because the topic of sexual abuse is taboo for many, we do not always know how to bring it up in discussion with children. We are afraid of traumatizing them, of frightening or confusing them about how they may touch someone or be touched by someone. It is all the more imperative to obtain the parents' permission before discussing with them the subject of sexual abuse.

We therefore suggest that the sport organization not have any organized activities to deal with the subject unless representatives of community organizations like the regional ESPACE teams or recognized professionals (see Appendix 10) can be present to provide input.

However, the organization can ask its coaches or other volunteers to explain the following types of concepts and expressions to the children :

- "I have the right to say NO to an adult or another child who does not respect my rights."
- "I have the right to feel safe when I practise a sport."
- "At home, at school, at my sport club, I know adults whom I can trust and who may help me if I have any problems."
- "I have the right to feel respected and comfortable everywhere and with everyone."
- "It is alright to tell a secret that is making me anxious or unhappy."
- "It is alright to seek help when I have a problem."
- "I respect my coach and my friends and they also respect me."
- "I have the right to like certain kinds of touching and not to like others."
- "I am not the only one who has had a bad experience and I should tell someone whom I trust about it."

Training and supervising volunteers and coaches

Training

The area of sexual abuse is not very well understood. Therefore, in order to avoid conveying false information, it is important to be well informed.

Accordingly, the information in the first part of this guide concisely summarizes the main concepts associated with the nature of sexual abuse and related matters (see Appendices 10 and 11 for additional information).

This guide can be used to facilitate an information or discussion session on sexual abuse.

The following resource persons can make useful contributions to such information sessions :

- the director of youth protection or his representative (see Appendix 9 for a list of DYP offices);
- an authority from the local police station or from the Sûreté du Québec;
- a local community service or community health department psychologist who is responsible for such cases;
- a professional involved in the rehabilitation of sexual abusers;
- a primary or secondary school professional who is responsible for such cases;
- the network of regional ESPACE teams.

The following is a list of recommendations which could be made to coaches concerning how to behave with children in order to avoid being unjustly suspected of abuse :

- try to be where you can be seen by other people when speaking privately with a child or when physically displaying affection or encouragement;
- touch the child on the back, head or shoulders or hug him, from the side, by putting one arm around his shoulders; listen to what the child is saying, how he likes to be touched; for example, some people like a pat on the back and other do not;
- provide parents with a written explanation of transportation and accommodation arrangements for special events;
- ensure that two adults are present in the locker room or, if this is not possible, make sure that it is possible to see into the locker room;
- arrange to have another adult accompany you to social activities or outside competitions;
- report to parents the results of a private meeting or of an extra session with the child after a training session or competition;

- have genital examinations conducted by health professionals; in the case of an emergency, ensure that another adult is present;
- never force a child to undress; respect every child's sense of modesty, particularly in a shower.

The supervision of activities

All organizations should supervise their coaches both for sport-related and ethical reasons. Sport organizations are accustomed to monitoring the results of competitions and the quality of training sessions. It would be equally useful to monitor social activities, and accommodation and transportation arrangements during competitions which require travel.

APPENDICES

APPENDIX 1

MODEL SEXUAL ABUSE POLICY FOR A SPORT ORGANIZATION

(This model can, of course, be adapted to meet the objectives of the organization)

Our organization recognizes that sexual abuse is an important issue in our society, both at school and in the home. In view of the fact that it is of concern to every citizen and therefore all the more to us, since we are in a position of authority over participants, we wish to play a leading role in addressing this problem.

The philosophy of our organization

In addition to offering healthy opportunities for sport development, our organization intends to do everything in its power to protect the children belonging to it. In our view, one case of sexual abuse is one too many!

We therefore wish to take steps to ensure the integrity of all our volunteers and coaches, just as we seek to monitor all the activities associated with our organization.

We consider it important to have the trust of parents and that our coaches quietly work toward our objectives while remaining protected from unfounded accusations.

Our interventions

The following measures have been put in place to permit implementation of our philosophy :

- 1- We inform the parents of our policy and of the name of the organization's sexual abuse officer. We ask them to vigilantly watch for unexplained changes in attitude or behavior on the part of their children and advise them concerning what action they should take if problems arise.
- 2- We have a specific procedure for recruiting and hiring our coaches, including the collection of information concerning candidates and the verification of certain references. In addition, all of our coaches promise to abide by a code of ethics.
- 3- We inform our volunteers and coaches about what sexual abuse is, the symptoms of sexual abuse in a child, the establishment of a reasonable suspicion and the procedures to be followed in such a case.
- 4- We may address this problem directly with the children, in which case we always advise the parents and seek the assistance of professionals working in the area.
- 5- Our organization's sexual abuse officer, Mr. or Ms _____, is responsible for the implementation of our action policy and can be reached at _____.

Signature, for the organization

EMPLOYER	
IMMEDIATE SUPERVISOR, TELEPHONE NO.	TELEPHONE
NUMBER OF YEARS IN THIS POSITION _____	
PREVIOUS EMPLOYER	
IMMEDIATE SUPERVISOR, TELEPHONE NO.	TELEPHONE
NUMBER OF YEARS IN THIS POSITION _____	
(List any additional references within the pas five years): _____ _____	
PERSONAL REFERENCES :	
NAME	TELEPHONE
NAME	TELEPHONE
EDUCATION:	
Secondary school _____	College _____ University _____
Specialization:	

NCCP PASSPORT NUMBER : CC _____

ACCREDITATIONS AND LEVELS OBTAINED WITHIN THE NCCP (CHECK) :

LEVEL	ACCREDITATION			CERTIFICATION
	Theory	Technical	Practical	
Level I				
Level II				
Level III				
Level IV				
Level V				

COACHING EXPERIENCE (BEGINNING WITH THE MOST RECENT)			
YEAR	NAME OF ORGANIZATION	CATEGORY/AGE	DUTIES

NUMBER OF YEARS OF COACHING EXPERIENCE	
NAME OF A SPORT ORGANIZATION HEAD WITH WHOM YOU HAVE PREVIOUSLY WORKED	
TELEPHONE	

EXPERIENCE IN OTHER COMMUNITY ORGANIZATIONS			
YEAR	NAME OF ORGANIZATION	CATEGORY/AGE	DUTIES

WHAT ARE YOUR REASONS FOR BECOMING A COACH?

WHAT DO YOU EXPECT OR WISH TO BRING TO
THE CHILDREN FOR WHOM YOU WILL BE RESPONSIBLE?

**I certify that the answers provided in this questionnaire are complete and accurate,
and am aware that a false statement could result in my not being hired or my
dismissal.**

DATE _____ SIGNATURE _____

APPENDIX 3

CODES OF ETHICS

Example of a coaching code of ethics, taken from the 3M series : "Getting Started in Coaching..."

- Act with integrity in performing all duties with your players, their parents, and your local ringette association.
- Strive to be well-prepared so that your coaching duties are carried out with competence.
- Act at all times in the best interest of the development of your players as whole persons.
- Maintain the highest standards of personal conduct and support the principles of fair play.
- Accept both the letter and the spirit of the rules of the game.
- Accept and support the role of the officials in providing judgment to ensure that games are conducted fairly and according to the established rules.
- Treat your fellow coaches with courtesy, good faith, and respect.

Example of an administrator's code of ethics – Source : "Régie de la sécurité dans les sports du Québec et Fédération québécoise de hockey sur glace " (Quebec Sport Safety Council and Quebec Ice Hockey Federation)

- Recognize the player as a special person who is responsible for his own decisions and actions.
- Ensure that an equal opportunity to participate in Federation activities is offered to all hockey players, regardless of age, sex or level of ability.

- Ensure that the environment of the players is peopled by competent persons who uphold the values of the Federation.
- Promote a spirit of fair play, social and community commitment and unity among volunteers.
- Closely monitor the behavior of all team members and associated personnel and eliminate volunteers who do not serve the players and amateur hockey.
- Encourage all volunteers (coaches, officials and administrators) to participate in training courses.
- Value and require respect for the officials.
- Take all necessary steps to ensure that amateur hockey is free of violence and brutality.
- Ensure that the sites, facilities, equipment and rules of the game are tailored to the needs and interests of the player.
- Maintain ongoing relations with the media, the public and all agencies or persons associated with amateur hockey.

APPENDIX 4

INTERVIEW WITH A PROSPECTIVE COACH CONCERNING SEXUAL ABUSE

It is preferable that the interview be held at a location where the participants can speak privately. The sexual abuse officer should ideally be accompanied by a colleague. The interview can begin with a presentation of the organization's policy regarding sexual abuse.

Sample questions

- What prompted you to offer your services as a coach?
- What interests you the most as a coach : winning, the social aspect of coaching, improving technique?
- Describe yourself : what qualities do you possess that would make you a good coach?

- Why do you want to work with children of this sex and this age? Do you have experience with them? Would you agree to work with children of another age or sex?
- Tell us about your children, if you have any?
- How do you address this question with your children?
- One of your athletes cries regularly after practices; how do you react?
- What would your objective be for the next season?
- Do you have any questions concerning this interview, the operation of our organization or our policy against sexual abuse?

The interviewers should observe the candidate's reactions closely as he responds to the questions; they should also pay close attention to his non-verbal signals and to their own feelings about him.

APPENDIX 5

CONSULTING POLICE RECORDS

In order that such a consultation be conducted in accordance with the laws governing criminal records and access to information, a procedure has been developed for doing this work with the maximum discretion and efficiency.

This type of request is not contrary to the *Charter of Rights and Freedoms*, since there could not be any question of employment discrimination. The situation of an organization accepting volunteers is completely different.

The organization asks the candidate to obtain a certificate from the Sûreté du Québec (SQ) concerning his previous criminal history.

If the result is negative or in other words, if the candidate has no criminal record, he is given a form completed by the SQ, which he then submits to the organization. We should emphasize, however, that this form does not include a record of pending lawsuits.

If the result is positive, the SQ does not give the form to the candidate. He is advised how to obtain a copy of his file from the Royal Canadian Mounted Police.

Clearly, where there is a criminal record involving sexual offences against children, the candidate will probably withdraw his application. If he does not, the organization will have to take a position. Where a criminal record does not involve sexual offences against children, the organization must assess whether such offences pose a threat to the security of the children in the organization.

It would be preferable if the organization's representative has reached an agreement in advance with the appropriate member of the SQ or the municipal police concerning how to proceed.

APPENDIX 6

INTERVENTION BY THE DIRECTOR OF YOUTH PROTECTION

Where there is a reasonable cause to believe that a situation of sexual abuse exists or where the security or development of a child is in danger, the case must be brought to the attention of the director of youth protection (DYP). It is the task of the DYP to conduct the customary checks and assemble the evidence. The person bringing the situation to light presents the facts obtained in his interview with the child. This person is free to identify himself because the law protects the confidentiality of anyone who informs and guarantees their immunity from eventual prosecution.

After a situation is brought to the attention of the DYP, it is recommended that the following steps be taken :

- check to see whether or not the case has been accepted or whether the DYP intends to conduct further investigations;

- find out about deadlines for taking action;
- ask to be informed if further investigations lead to the conclusion that the complaint is unfounded (which the DYP is required to do);
- offer your assistance.

Where it is established that there are grounds for accepting the case and he considers it necessary, the DYP will take urgent steps. However, if the case is accepted and, after assessment, is considered to be valid, the DYP is not required to inform anyone of the assessment or any action contemplated.

The principal objective of the DYP is to see to it that the abuse ceases and the child receives help. He must ensure that the parents take the situation in hand and will recommend to them that they advise the police so that a complaint can be filed. If the DYP considers that the parents are not taking the appropriate steps he may file a complaint with the police himself, particularly if he considers that other children could be victims of abuse. However, he has no authority to take action against the abuser.

APPENDIX 7

SUSPENSIONS AND DISMISSALS

The question of the suspension or dismissal of a coach, volunteer or member of a sport organization is extremely complex. An organization must distinguish between the **authority of the courts** and its own **governing authority** under its by-laws.

It should be pointed out that a notice from the Quebec ministère du Loisir, de la Chasse et de la Pêche (Ministry of Recreation, Hunting and Fishing) was sent to the sport federations in April 1992, encouraging them to include provisions in their by-laws respecting the following points :

- the suspension of a practicing coach or the temporary denial of a position to a new candidate would be legally justified in the case of a coach or applicant for such a position who has been **accused of the sexual abuse** of young athletes, provided that the federation has obtained the assurance of the clerk's office or of the court that such an accusation has, in fact, been made;

- in addition, the dismissal from a coaching position or the unequivocal refusal to hire to such a position a person whom the court has **found guilty of sexual abuse** would be legally justified, bearing in mind the convicted person's right to exhaust all appeals or the possibility that he may obtain a pardon.

There are many legal aspects to consider in the relationship between a sport organization and a person accused or convicted of sexual abuse. In order to temporarily suspend or permanently dismiss a member for violating the *Criminal Code*, an organization must assure itself that such an offence has been clearly recognized by the legal system, otherwise the organization could be lay itself open to prosecution under the *Charter of Rights and Freedoms*. If the conditions referred to in the April 1992 notice mentioned above are satisfied, the organization can act with greater certainty.

A provincial sport body as well as its member organizations can legitimize their actions by the prior inclusion of provisions defining correct behavior, the rules of fair play, and so forth, in their by-laws or in a code of ethics. Such rules governing conduct should generally describe : (i) how a notice of suspension is to be issued; (ii) how a complaint may be heard; (iii) how a suspended member may present his case; (iv) regional and provincial appeal procedures and decision levels, and so forth.

APPENDIX 8

REFERENCE MATERIAL AND INFORMATION

This material should be used by qualified persons.

- The kit entitled *Put the Child First*, produced by the Council of National Youth Services Organizations and the Canadian Society for Children and Youth, includes a manual containing guidelines for managers, a guidebook for volunteers and leaders and a reference manual. It also includes a training video for youth services organizations.

This kit is available at a cost of \$60.00 (plus \$4.80 for transport and GST) from the Canadian Institute of Child Health* :

885 Meadowlands Drive East,
Suite 512,
Ottawa, Ontario K2C 3N2
Tel.: (613) 224-4144
Fax.: (613) 224-4145

* Note new address

- The family program, *Feeling Yes, Feeling No*, produced by the National Film Board of Canada (NFB) with a view to arming the child against sexual abuse, includes a family guidebook as well as two 30-minute films, one for parents and the other for children. It is available from the NFB at a cost of \$24.95, plus GST and provincial sales tax.
- **The CARE Kit**, which is designed to assist teachers in organizing activities, consists of cartoons, a book for the children, audio cassettes, puppets, posters, a teacher's guide and a pamphlet for parents.

This kit is available from :

Parents-Unis Repentigny
630, avenue Marseille
Repentigny (Québec) J6A 7A3
Tel.: (514) 585-1423

APPENDIX 9

LIST OF YOUTH PROTECTION DIRECTORS

(valides of February 23, 1994)

Marie-Reine Patry
Centre jeunesse Bas-St-Laurent
Direction protection Jeunesse
92, 2^e Rue Ouest, 2^e étage
Rimouski (Québec) G5L 8V5
Tel.: (418) 723-1255
Telec.: (418) 722-0620

Placide Blackburn
Centre jeunesse Saguenay-Lac-St-Jean
Direction protection jeunesse
520, boulevard Jacques-Cartier Est
Chicoutimi (Québec) G7H 5B7
Tel.: (418) 549-4853
Telec.: (418) 693-0768

Alfred Couture
Centre jeunesse de Québec
Direction protection jeunesse
540, boulevard Charest Est
Québec (Québec) G1K 8L6
Tel.: (418) 529-2571
Telec.: (419) 525-5716

Marc Lacour
Centre jeunesse Mauricie-Bois-Francs
Direction protection jeunesse
2700, boulevard des Forges
C.P. 1330
Trois-Rivières (Québec) G9A 5L2
Tel.: (819) 378-5481
Telec.: (819) 378-4929

Monsieur Jean Gélinas
Centre jeunesse Estrie
Direction protection jeunesse
340, Dufferin
Sherbrooke (Québec) J1H 4M7
Tel.: (819) 822-2727
Telec.: (819) 564-7169

Suzanne Lemire
Centre jeunesse Montréal
Direction protection jeunesse
1001, de Maisonneuve est, 5^e étage
Montréal (Québec) H2L 4R5
Tel.: (514) 627-7211
Telec.: (514) 526-7440

Marcel Croteau
Centre jeunesse Famille Batshaw
Direction protection jeunesse
2155, rue Guy 10^e étage
Montréal (Québec) H3H 2R9
Tel.: (514) 989-1885
Telec.: (514) 989-2295

Jean-Eudes Morin
Centre jeunesse Outaouais
Direction protection jeunesse
15, boulevard Gamelin
Hull (Québec) J8Y 6N5
Tel.: (819) 776-6060
Telec.: (819) 776-3487

Nicole Levasseur
Centre jeunesse Abitibi-Témiscamingue
Direction protection jeunesse
341, rue Principale Nord
Amos (Québec) J9T 2L8
Tel.: (819) 732-3244
Telec.: (819) 732-9422

François Richer
Centre jeunesse Côte Nord
Direction protection jeunesse
835, boulevard Joliet
Baie Comeau (Québec) G5C 1P5
Tel.: (418) 589-9927
Telec.: (418) 589-4304

Louisa May
CSS Nord du Québec (Ungava)
Direction protection jeunesse
C. P. 10
Kuujuaq (Québec) JOM ICO
Tel.: (819) 964-2919
Telec.: (819) 964-2666

Lise Bertnachez
Centre jeunesse Gaspésie/Les Îles
Direction protection jeunesse
205, boulevard York, C.P. 39
Gaspé (Québec) GOC IRO
Tel.: (418) 368-1803
Telec.: (418) 368-5406

Jacques Dumais
Centre jeunesse Chaudière-Appalaches
Direction protection jeunesse
25, Vincent Chagnon
Lévis (Québec) G6V 4V6
Tel.: (418) 837-9331
Telec.: (419) 835-6166

Margaret Douek
Centre jeunesse de Laval
Direction protection jeunesse
2, Place Laval
Laval (Québec) H7N 5N6
Tel.: (514) 668-7820
Telec.: (514) 668-9277

Michel Brault
Centre jeunesse Lanaudière
Direction protection jeunesse
260, Lavaltrie Sud
Joliette (Québec) J6E 5X7
Tel.: (514) 756-4555
Telec.: (514) 756-0814

Robert Dupont
Centre jeunesse Laurentides
Direction protection jeunesse
617, boulevard Labelle
Blainville (Québec) J7C 2J1
Tel.: (514) 430-9250
Telec.: (514) 430-9259

Florian Gaudreault
Centre jeunesse Montérégie
Direction protection jeunesse
25, boulevard Lafayette
Longueuil (Québec) J4K 5C8
Tel.: (514) 679-0140
Telec.: (514) 651-5894

Yvan Rioux
CSS Kativik (Baie d'Hudson)
Protection jeunesse - Services sociaux
Povungnituk
Nouveau-Québec (Québec) JOM 1P0
Tel.: (819) 988-2957
Telec.: (819) 988-2639

Abraham Bearskin
CSS Cri Baie-James
Direction protection jeunesse
Chissasibi - Baie-James
Nouveau-Québec JOM IEO
Tel.: (819) 855-2855
Telec.: (819) 855-2867

Laurier Boucher
Coordonnateur à la protection de la jeunesse
Association des centres jeunesse du Québec
2000, rue Mansfield, bureau 400
Montréal (Québec) H3A 2Z1
Tel.: (514) 842-5181
Telec.: (514) 842-4834

Commission de protection des
droits de la jeunesse
505, boulevard René-Lévesque Ouest
Montréal (Québec) H2Z 1Y7
Tel.: (514) 873-5435

300, boulevard Jean-Lesage
Québec (Québec) GIK 8K6
Tel.: (418) 649-3526

APPENDIX 10

ORGANIZATIONS

List of ESPACE Groups in Québec

These community organizations work toward prevention of all forms of abuses involving children. They have an educational program with adapted tools for children ranging from 2½ to 12 years old. The adult component of the program informs parents and social actors making everyone capable of prevention and of taking action for children with specific needs.

For more information on the various workshops, please contact your regional chapter or the Regroupement des équipes régionales Espace.

REGROUPEMENT DES ÉQUIPES RÉGIONALES ESPACE

59, rue Monfette, local 231
Victoriaville (Québec) G6P 1J8
Tel.: (819) 752-9711

REGROUPEMENT DES ÉQUIPES RÉGIONALES ESPACE MEMBERS

ESPACE Bois-Francis
59, rue Monfette, local 231
Victoriaville (Québec) G6P 1J8
Tel.: (819) 752-9711

ESPACE Châteauguay
255, boulevard d'Anjou, suite 215
Châteauguay (Québec) J6J 2R4
Tel.: (514) 692-5757

ESPACE Chaudière-Appalaches
C.P. 116
St-Jean-Chrysostome (Québec) G6Z 2L4
Tel.: (418) 839-9704

ESPACE Outaouais
C.P. 1872, succ. B
Hull (Québec) J8X 3Z1
Tel.: (819) 771-1546

ESPACE Estrie
C.P. 1594
Sherbrooke (Québec) J1H 5M4
Tel.: (819) 563-0359

ESPACE Mauricie
C.P. 732
Trois-Rivières (Québec)
G9A 5J3
Tel.: (819) 375-3024

ESPACE Val-d'Or
C.P. 697
Val-d'Or (Québec) J9P 4P6
Tel.: (819) 824-3572

ESPACE Suroît
C.P. 295
Valleyfield (Québec) J6S 4V6
Tel.: (514) 371-8096

ESPACE pour les droits des enfants
de la région de Québec
C.P. 48012
Québec (Québec) G1R 5R5
Tel.: (418) 682-0858

Other organizations

Centre de Prévention des Agressions de Montréal

C.P. 237, succ. Place du Parc
Montréal (Québec) H2W 2M9
Tel.: (514) 284-1212

L'institut canadien de la santé infantile

55, rue Parkdale, 3^e étage
Ottawa (Ontario) K1Y 1E5
Tel.: (613) 729-3206
Telec.: (613) 722-4829

Le Centre national d'information sur la violence dans la famille

7^e étage, Édifice Brooke Claxton
Santé et Bien-Être social Canada
Ottawa (Ontario)
Tel.: (613) 957-2938

La Corporation professionnelle des psychologues du Québec

1100 Beaumont
Montréal (Québec) H3P 3E5
Tel.: 1-800-363-2644

Conseil québécois pour l'enfance et la jeunesse

3700, rue Berri, bureau 425
Montréal (Québec) H2L 4G9
Tel.: (514) 842-5485
Telec.: (514) 842-0585

Affaires secrètes - C.L.S.C. Centre-Sud

Théâtre d'intervention pour enfants. C.L.S.C. Centre-Sud à Montréal. (Pièce de théâtre s'adressant aux enfants et aux parents).

Regroupement québécois des centres d'aide et de lutte contre les agressions à caractère sexuel

Regroupement québécois des CALACS

C.P. 1594

Sherbrooke (Québec) J1H 5M4

Tel.: (819) 563-9940

- * CALACS de Baie-Comeau
C.P. 2232
Baie-Comeau (Québec)
G5C 2S9
Tel.: (418) 589-1714
- * La Maison ISA
C.P. 1551
Chicoutimi (Québec)
G7H 6Z5
Tel.: (418) 545-6444
- * Centre d'aide et de prévention
des agressions sexuelles (CAPAS)
C.P. 63
Granby (Québec) J2G 8E2
Tel.: (514) 375-3338
- Centre de prévention et d'intervention
pour les victimes d'agressions sexuelles
(CPIVAS)
C.P. 294, succ. Vimont
Laval (Québec) H7M 3W9
Tel.: (514) 669-8279 (aide)
(514) 669-9053 (administration)
- Mouvement contre le viol et l'inceste
C.P. 364, succ. N.D.G.
Montréal (Québec) H4A 3P7
Tel.: (514) 278-9383
- Centre d'aide et de prévention
d'assauts sexuels (CAPAS)
C.P. 47030
Châteauguay (Québec) J6K 5B7
Tel.: (514) 699-8258
- La Passerelle – CALACS
C.P. 93
Drummondville (Québec)
J2B 6V6
Tel.: (819) 478-3353
- * Centre d'aide et de lutte contre les
agressions sexuelles Outaouais
(CALAS)
C.P. 1872, succ. B
Hull (Québec) J8X 3Z1
Tel.: (819) 771-6233
(information)
(819) 771-1773
(urgence)
- Centre pour les victimes
d'agression sexuelle
1550, boul. de Maisonneuve
Ouest, suite 703
Montréal (Québec)
H3G IN2
Tel.: (514) 934-4504
- Le Service aux victimes d'agression
sexuelle de l'Hôtel-Dieu
3840, Saint-Urbain
Montréal (Québec)
H2W 1T8
Tel.: (514) 843-2611
- * Trêve pour Elles
C.P. 51119
3365, Granby
Montréal (Québec) H1N 3T8
Tel.: (514) 251-0323
- * Centre d'aide et de lutte contre les
agressions à caractère sexuel
(CALACS) de Rimouski
99, St-Louis, 2^e étage app. 8
Rimouski (Québec) G5L 5P6
Tel.: (418) 725-4220
- * CALACS Chaudière-Appalaches
11980, 2^e Avenue
Saint-Georges-de-Beauce (Québec)
G5Y IX3
Tel.: (418) 227-6866

- La Traversée - Centre de lutte
contre les agressions à
caractère sexuel de la Rive-Sud
C.P. 512
St-Lambert (Québec) J4P 3R8
Tel.: (514) 465-5263
- * Centre d'aide et de lutte contre les
agressions à caractère sexuel
(CALACS)
C.P. 776
Trois-Rivières (Québec) G9A 5J9
Tel.: (819) 373-1232
- * La Vigie
C.P. 295
Valleyfield (Québec) J6S 4V6
Tel.: (514) 371-4222
- Viol-Secours
C.P. 335, succ. Haute-Ville
Québec (Québec) GIR 4P8
Tel.: (418) 692-2252
- * Point d'appui - Centre d'aide et de prévention des
agressions à caractère sexuel de Rouyn
C.P. 1274
Rouyn-Noranda (Québec) J9X 6E4
Tel.: (819) 797-0101
- ** Centre d'aide aux victimes d'agression sexuelle
de Lanaudière et des Laurentides
C.P. 202
St-Jérôme (Québec) J7Z 5T9
Tel.: (514) 565-6231
- * Centre d'aide et de lutte contre des agressions
à caractère sexuel (CALCACS)
C.P. 1594
Sherbrooke (Québec) J1H 5M4
Tel.: (819) 563-9999
- * Assaut Sexuel Secours
C.P. 697
Val d'Or (Québec) J9P 4P6
Tel.: (819) 825-6968
- * Member of the Regroupement
** Member observing the Regroupement
The other mentioned organizations are active in this sector

APPENDIX 11

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