



Sexual Abuse Policy

Sexual abuse is inappropriate sexual contact of criminal nature or interaction for the gratification of the adult who is a caregiver and responsible for our members. Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment. Any incidents of sexual abuse reasonably believed to have occurred will be reported to appropriate law enforcement agencies and regulatory agencies.

The Boys & Girls Club of Aberdeen Area prohibits and does not tolerate sexual abuse in the workforce or in any Club-related activity. The Club provides procedures for employees, volunteers, family members, board members, club members, or others to report sexual abuse and disciplinary penalties for those who commit such acts. No employee, volunteer, family member, board member, club member, or others, no matter his or her title or position has the authority to commit or allow sexual abuse.

The organization has a Zero-Tolerance policy for any sexual abuse committed by employees, volunteers, family members, board members, club members, or other third parties. Upon completion of the investigation, disciplinary action up to including termination of employment and criminal prosecution may ensue.

Physical and behavioral evidence or signs that someone is being sexually abused are listed below.

Physical evidence of abuse:

- Difficulty in walking
- Torn, stained, or bloody clothing
- Pain or itching in the genital area

Behavior signs of sexual abuse:

- Reluctance to be left alone with a particular person
- Wearing lots of clothing
- Fear of touch
- Nightmares or fear of night

Reporting Procedures:

If you are aware of or suspect sexual abuse taking place, you must immediately report it to management. Management will decide if sexual abuse needs to be reported to local law enforcement officials. If the abuse is reported to local law enforcement officials, the organization should report the alleged sexual abuse incident to their insurance agent.

Anti-retaliation:

The Club prohibits retaliation made against any employees, volunteers, family members, board members, club members, or others who reports a good faith complaint of sexual abuse or who participates in any related investigation. Making false accusations of sexual abuse or who has bad faith can have serious consequences for those who are wrongly accused. The organization prohibits making false and/or malicious sexual abuse allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

Investigation and Follow-up:

The Club will take all allegations of sexual abuse seriously and will promptly and thoroughly investigate whether sexual abuse has taken place. The organization will use an outside third party to investigate if needed. The club will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies. It is the organization's objective to conduct a fair and impartial investigation. The organization provides notice that they have the option of placing the accused on a leave of absence or on a reassignment, if necessary.

The Club will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation.

I acknowledge that I have received and read the sexual abuse policy and/or have had it explained to me. I understand that the organization will not tolerate any employee, volunteer, board members or third party who commits sexual abuse. Disciplinary actions will be taken against those who are found to have committed sexual abuse.

I understand that it is my responsibility to abide by all rules contained in the policy. I also understand how to report incidents of sexual abuse as set forth in the abuse policy, including retaliating against any employee/volunteer exercising his or her rights under the policy.

Employee/Volunteer
Printed Name

Employee/Volunteer Date
Signature