



Sexual Abuse and Misconduct Prevention Policy

Authorization Date: February 7, 2018

Board Approved Updates: Nov 18, 2020

The Boys & Girls Clubs of Greater Kalamazoo prohibits and does not tolerate sexual abuse or misconduct in the workplace or during any organization-related activity. The Boys & Girls Clubs provides procedures for employees, volunteers, board members or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership, as well as criminally prosecuted. No employee, volunteer, board member or other person, regardless of title or position has the authority to commit or allow sexual abuse or misconduct.

Definitions and Examples:

The following definitions or examples of sexual abuse, misconduct or harassment, may apply to any and/or all of the following persons – employees, volunteers or other third parties.

Sexual abuse or misconduct may include, but is not limited to:

- Child sexual abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor or a club member.
- Sexual activity with another who is legally incompetent or otherwise unable to give consent.
- Physical assaults or violence, such as rape, sexual battery, abuse, molestation or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Material such as pornographic or sexually explicit images, posters, calendars or objects.
- Sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications or messages (e.g. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of sexual privacy.
- A sexually hostile environment characterized as comments or conduct that unreasonably interferes with one's work performance or ability to do the job or creates an intimidating, hostile or offensive environment.
- Direct or implied threats that submission to sexual advances will be a condition of employment or affiliation with the organization.



Reporting Procedure:

Immediately report suspected sexual abuse or misconduct to

- Direct Supervisor, or
- CEO, or
- Board of Directors Personnel Committee Chair, or
- Board of Directors President

It is not required to directly confront the person who is the source of the report, question or complaint before notifying any of the individuals listed. Boys & Girls Clubs of Greater Kalamazoo will take every reasonable measure to ensure that those named in complaint of misconduct or are too closely associated with those involved in the complaint, will not be part of the investigative team.

Anti-retaliation and False Allegations:

Boys & Girls Clubs of Greater Kalamazoo prohibits retaliation made against any employee, volunteer, board member or other person who lodges a good faith complaint of sexual abuse or misconduct or who participates in any related investigation. Making knowingly false or malicious accusations of sexual abuse or misconduct can have serious consequences for those who are wrongly accused. Boys & Girls Clubs of Greater Kalamazoo prohibits making false or malicious sexual misconduct 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 of employment or membership and criminal prosecution.

Investigation and Follow-up:

Boys & Girls Clubs of Greater Kalamazoo will take all allegations of sexual abuse or misconduct seriously and will promptly, thoroughly and equitably investigate whether misconduct has taken place. The organization may utilize an outside third-party to conduct an investigation of misconduct. Boys & Girls Clubs of Greater Kalamazoo will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. Boys & Girls Clubs of Greater Kalamazoo 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.

Reporting to Law Enforcement or Appropriate Child or Adult Protective Services:

Boys & Girls Clubs of Greater Kalamazoo is committed to following the state and federal legal requirements for reporting allegations or incidents of sexual abuse or misconduct to appropriate law enforcement and child or adult protective services organizations. It is the policy of Boys & Girls Clubs of Greater Kalamazoo not to attempt to investigate or assess the validity or credibility of an allegation of sexual or physical abuse as a condition before reporting the allegation to proper law enforcement authorities or protective services organizations.



Employee and Worker Screening and Selection:

As part of its sexual abuse and misconduct prevention program, Boys & Girls Clubs of Greater Kalamazoo is committed to maintaining a diligent screening program for prospective and existing employees, volunteers and others that may have interaction with those employed by, associating with or serviced by Boys & Girls Clubs of Greater Kalamazoo. The organization may utilize a variety of methods of screening and selection, including but not limited to applications, personal interviews, criminal background checks and personal and professional references.

Supervision of Youth:

To provide a safe environment for minors, Boys & Girls Clubs of Greater Kalamazoo strives that a minimum of two adult workers supervise or be in attendance with minors during organization-related activities. The purpose is to avoid one-on-one interactions between adults and minors that are not easily observable by others. If individual meetings with a minor must be held in an office, keep the door open. Only conduct closed door meetings when 2 adults are present, and the door remains unlocked.

Acknowledgement Form: Sexual Abuse and Misconduct Prevention Policy

I acknowledge that I received and read the Sexual Abuse and Misconduct Prevention Policy and/or had it explained to me. 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 or misconduct as set forth in the policy, including retaliation against any employee or volunteer exercising his, her, or their rights under the policy.