



## **YOUTH SEXUAL ABUSE AND MISCONDUCT PREVENTION POLICIES AND PROCEDURES**

As a youth-serving organization, the Sherwood Basketball Organization (SBO) considers the safety and wellbeing of the youth in our programs a top priority. We prohibit abuse and strive to proactively address reports of this type of conduct, even if it means that someone will be embarrassed or upset. We want to hear about problems or concerns, and we will strive to act on them in a fair way in accordance with our policies. No employee, volunteer, coach, or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct.

***We will report suspected abuse to the proper law enforcement agencies.***

### **DEFINITIONS AND EXAMPLES:**

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

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

- Child sexual abuse and any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old).
- 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.
- Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications, or messages

(ex. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of privacy.

- A sexually hostile environment characterized as comments or conduct that unreasonably interferes with one's ability to participate in club activities or creates an intimidating, hostile or offensive environment.
- Direct or implied threats that submission to sexual advances will be a condition of affiliation with the organization and/or team.

## **POLICY AND PROCEDURES:**

SBO has adopted the following Policy and Procedures to help provide a safe environment for our coaches, athletes, and their families.

1. The **Coach Recruitment** process shall include the following:

- **Volunteer Application** – Every coach and volunteer working with youth must complete our organization's application form includes a self-attestation that the applicant has not ever been convicted of any crime, including sex-related or child abuse-related offenses.
- **Screening** – A designated representative(s) of the organization will interview each prospective coach/volunteer.
- **Background Check** – All current and potential coaches will be subject to a background check, including appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. This background check will be updated annually.

2. **Prohibited Behavior**

- Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior between team members, including sexual harassment.
- Threatening or intentionally inflicting physical injury upon anyone, especially a minor. Coaches are also responsible for stopping threatening behavior by players.
- Committing any sexual offense against a minor or engaging in any sexual contact with a minor.
- Making any sexual advance, or engaging in other verbal, or physical conduct of a sexual nature with a minor.
- Non-related one-adult/one-child interaction except in an emergency where following this policy would be dangerous to the child. In an emergency, the coach or volunteer must contact a representative of the organization to inform him or her of this contact and the reason for it.
- If a child is receiving individual instruction or working with a private coach, this activity must be in a public setting rather than behind closed doors.

### 3. Reporting of Suspected Child Sexual Abuse

- The SBO President is designated to receive reports of sexual abuse or other inappropriate conduct. The SBO President will promptly notify the proper law enforcement agencies.
- All coaches, volunteers, parents, and program participants are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the SBO President. Note: This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.
- SBO 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 and will utilize law enforcement officials to investigate misconduct. SBO will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. SBO 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.
- Should a suspected incidence of abuse be reported, the coach/volunteer in question may be suspended temporarily from duties while an investigation takes place.
- SBO prohibits retaliation made against any employee, volunteer, 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. SBO 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, volunteer responsibilities or membership, and criminal prosecution.

*Last update: September 9, 2022*