



## **SEXUAL ABUSE PREVENTION POLICY**

South Bay Youth Basketball (“SBYB”) maintains a “zero-tolerance” policy for any sexual abuse that occurs during activities sponsored by or related to it. In order to carry out this policy, we have adopted mandatory procedures that volunteers, family members, board members, officers, individuals and victims must follow when they experience, learn of, or witness sexual abuse.

Sexual abuse takes the form of inappropriate sexual contact or interaction for the gratification of the actor who is functioning in any activity sponsored by or related to SBYB. Sexual abuse includes sexual assault, exploitation, molestation or injury. It does not include sexual harassment, which is another form of behavior that is also prohibited by our organization.

We provide procedures for volunteers, board members, officers, members, family 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 membership, as well as criminal prosecution. No volunteer, board member, officer or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct to go unreported.

### **Definitions and Examples**

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 (under 18 years old) where consent is not or cannot be given.
- 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.
- Sharing of pornographic or sexually explicit images, posters, calendars or objects.
- Unwelcome and inappropriate 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 performance 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.

### Reporting Procedure

Immediately report suspected sexual abuse or misconduct to any Member of the Board of Directors or Boys or Girls Division Commissioners. 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. We will take every reasonable measure to ensure that those named in the complaint of misconduct, or are too closely associated with those involved in the complaint, will not be part of the investigative team.

If the victim is an adult, the abuse will be reported by this designee to the local or state adult protective services and the appropriate law enforcement agency. If a child is the victim, the designee will report it to the local or state child abuse agency and appropriate law enforcement agency. Appropriate family members of the victim must be notified immediately of suspected child abuse.

### Investigation & Follow Up

We take allegations of sexual abuse seriously. Once the allegation is reported we will promptly, thoroughly and impartially initiate an investigation to determine whether there is a reasonable basis to believe that sexual abuse has been committed. Our investigation may be undertaken by either an internal team or an independent third party that we hire. We will cooperate fully with any investigation conducted law enforcement or regulatory agencies and we may refer the complaint and the result of our investigation to those agencies. We reserve the right to place the subject of the investigation on an involuntary leave of absence. To the fullest extent possible, but consistent with our legal obligation to report suspected abuse to appropriate authorities, we will endeavor to keep the identities of the alleged victims and investigation subject confidential.

If the investigation substantiates the allegation, we may terminate the individual's relationship with our organization.

### Reporting to Law Enforcement or Appropriate Child or Adult Protective Service

We are 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 our policy 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.



### Retaliation Prohibited

We prohibit retaliation made against any volunteer, board member, officer, member, player 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. We prohibit 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 membership and criminal prosecution.

### Volunteer Screening

As part of its sexual abuse and misconduct prevention program, we are committed to maintaining a diligent screening program for prospective volunteers and others that may have interaction with members and players, and others associating with our organization. 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, we strive that a minimum of two adults (parents or guardians of the players) 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, the door must be kept open. Closed-door meetings can only be conducted when another adult is present at the meeting and the door remains unlocked.

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