

Coventry Youth Basketball Association, Inc Sexual Abuse and Misconduct Prevention Policy

Coventry Youth Basketball Association, Inc. prohibits and does not tolerate sexual abuse or misconduct during any organization-related activity. Coventry Youth Basketball Association, Inc. 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 membership, as well as criminally prosecuted. No volunteer, board member or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct.

Definitions and Example

The following definitions or examples of sexual abuse, misconduct, or harassment may apply to any and/or all 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

(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.
- 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 (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 the President, Vice President or any other board member immediately. 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. Coventry Youth Basketball Association, Inc. 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

Coventry Youth Basketball Association, Inc. 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. Coventry Youth Basketball Association, Inc. 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

Coventry Youth Basketball Association, Inc. 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 investigate of misconduct. Coventry Youth Basketball Association, Inc. will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. Coventry Youth Basketball Association, Inc. 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

Coventry Youth Basketball Association, Inc. 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 Coventry Youth Basketball Association, Inc. 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.

Rhode Island Office of the Child Advocate

6 Cherrydale Court. Cottage 43

57 Howard Avenue

Cranston, Rhode Island 02920

Phone: (401) 462-4300

Fax: (401) 462-4305

<http://www.child-advocate.ri.gov/index.php>

Supervision of Youth

To provide a safe environment for minors, Coventry Youth Basketball Association, Inc. 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, the door is to be kept open. Closed door meetings should only be conducted when another adult is put on notice of the meeting and the door remains unlocked.