

SEXUAL ABUSE POLICY

Newton Area Flag Football League, hereafter known as NAFFL, prohibits and does not tolerate sexual abuse in the workplace or in any NAFFL related activity. The organization provides procedures for employees, volunteers, family members, board members patients, victims or sexual abuse or others to report sexual abuse and disciplinary penalties for those who commit such acts. No employee, volunteer, patient or third party, no matter his or her title or position has the authority to commit or allow sexual abuse.

The NAFFL has a Zero-Tolerance policy for any sexual abuse committed by an employee, volunteer, board member or third party. Upon completion of the investigation, disciplinary action up to and including termination of the volunteer and criminal prosecution may ensue.

Sexual abuse is in appropriate sexual contact of criminal nature or interaction for gratification of the adult who is the caregiver and responsible for the patient or child's care. 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 reportable to appropriate law enforcement agencies and regulatory agencies.

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

PHYSICAL EVIDENCE OF ABUSE

- *Difficulty in waking
- *Torn, stained or bloody underwear
- *Pain or itching in genital area
- *Bruises or bleeding of the external genitalia
- *Sexually transmitted diseases

BEHAVIOR SIGNS OF SEXUAL ABUSE

- *Reluctance to be left alone with a particular person
- *Wearing lots of clothing
- *Fear of Touch
- *Apprehension when sex is brought up

REPORTING PROCEDURE

If you are aware of or suspect sexual abuse taking place, you must immediately report it to the Head Coach or Owner. If the suspected abuse is to an adult, you should report the abuse to your local or state Adult Protective Services (APS) Agency. If it is a child who is the victim then you should report the suspected abuse to the local or State Child Abuse Agency. If that is unavailable, then you can call the Child Help's National Child Abuse Hotline, 1-800-422-4453. Appropriate family members should be notified of alleged instances of sexual abuse.

The organization also known as NAFFL will report the alleged sexual abuse to their insurance agent.

ANTI-RETALIATION

The organization prohibits retaliation made against any employee, volunteer, board member or patient who reports a good faith complaint of sexual abuse or who participates in any related investigation. Making false accusations of sexual abuse in bad faith can have serious consequences for those who are wrongly accused. The organization, known as NAFFL, 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 an including termination.

INVESTIGATION AND FOLLUP –UP

NAFFL 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 conduct an investigation. If the NAFFL has a trained internal investigation team in place, the team will be used to investigate the incident. The NAFFL will cooperate fully with an investigation conducted by law enforcement or other regulatory agencies. It is the objective of the NAFFL to conduct a fair and impartial investigation. The NAFFL provides notice that they have the option of placing the accused on a leave of absence or on a reassignment to non-patient contact.

The NAFFL 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 NAFFL will not tolerate any employee, volunteer, board member 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. In the event that I am found to have violated any of the policies, I understand I will no longer be permitted to coach in the NAFFL and may face other potential disciplinary actions according to local, state, and national laws.