

# GREAT FUTURES START **HERE.**



## **POL008-1 Sexual Abuse Policy and Guidance**

The Boys & Girls Clubs of Mid Central Coast (BGC MCC) is committed to providing a safe and respectful environment for adults and especially for our members. BGC MCC will not tolerate any sexual abuse or sexual misconduct toward, or by, any member, staff or volunteer.

For the purposes of this policy, sexual abuse and sexual misconduct shall be interpreted to mean any sexual interaction between a child and another person (including another child) who has a position of power over the child. For information regarding adult sexual abuse, misconduct or harassment, refer to the Employee Handbook, and/or Safety Policy 009 - Discrimination and Harassment

Specific prohibited acts may include:

- inappropriate physical contact
- viewing pornography
- exposing oneself to another person
- enticing others to expose themselves
- inappropriate language
- any other behavior that is a violation of BGC MCC's Code of Conduct, and/or Employee Handbook

Adult staff and volunteers;

- Shall abide by the **One-on-One Contact Policy POL003** at all times.
- Shall not initiate conversations with members about sexual matters. The sole exception to this is if the conversation is part of a specific lesson (such as Smart Girls). Such conversation shall require written parental/guardian permission.
- If a member initiates a conversation about sexual matters with a staff or volunteer, the adult shall limit the conversation to the child's immediate concerns and shall provide a written incident report to the supervisor within 24 hours.

All persons are prohibited from the access, display, production, possession or distribution of pornography on Club premises, at any off-premises Club related event or outing, or within any BGC MCC owned, rented or leased facility.

Any suspected sexual abuse or misconduct will be treated as a serious matter and documented by written Incident/Accident report within 24 hours. Sexual Abuse of a minor is considered child abuse by the State of California<sup>1</sup> and must be reported to the appropriate authorities.

Sexual abuse is considered a critical incident by Boys & Girls Clubs of America (BGCA). Procedures for notifying and reporting to BGCA will be promptly followed (POL010). Senior management of BGC MCC will be responsible for ensuring all proper notification takes place and appropriate confidentiality is adhered to.

---

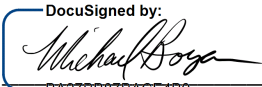
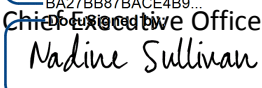
<sup>1</sup> Penal Code 11165.1

Members who commit sexual abuse or misconduct shall be subject to appropriate action, including but not limited to suspension or permanent loss of membership with BGC MCC.

Any adult staff or volunteer who commits sexual abuse or misconduct shall be subject to disciplinary action, including but not limited to termination. For further information, refer to BGC MCC Employee Handbook, and/or Safety Policy 009 Discrimination and Harassment.

**Reviewed and Approved:**

**Date:** 7/29/2022

**BY:**   
BA27BB87BACE4B9...  
Chief Executive Officer  
  
EC9970348CCF486...  
Board Chair

**Audit of Document Changes**

Review / Revision	Date	Approval*	Title

\*Approval can be performed by the Safety Chair, Safety Officer, or CEO after Safety Committee review of revised document.