



**Solano County African Family Reunion**  
Celebration Committee  
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## SEXUAL ABUSE AND MISCONDUCT PREVENTION POLICY

The Solano County African Family Reunion Celebration Committee (“Committee”) prohibits and does not tolerate sexual abuse or misconduct during any organization-related activity. The Solano County African Family Reunion Celebration Committee provides procedures for directors, officers, members, volunteers or any other victims of sexual abuse or misconduct to report such acts. No Committee member, volunteer, or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct. The Committee will take appropriate investigative action against those suspected or believed to have violated this policy, up to and including removal of membership with the Committee, as well as criminally prosecuted.

### Definitions and Examples

The following definitions or examples of sexual abuse, misconduct or harassment may apply to any and/or all the following persons: Committee members, 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 Procedures

Immediately report suspected sexual abuse or misconduct to any Committee director, officer or volunteer. 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. The Committee will take every reasonable measure to ensure that those named in a 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

The Solano County African Family Reunion Celebration Committee prohibits retaliation made against any board member, 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. The Committee 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 appropriate action up to and including removal of membership with the Committee and criminal prosecution.

## Investigation and Follow-up

The Solano County African Family Reunion Celebration Committee 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 conduct an investigation of misconduct. The will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. The Committee 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

The Solano County African Family Reunion Celebration Committee 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 the Solano County African Family Reunion Celebration Committee 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. The Committee will enforce this policy in accordance with applicable state, federal or other jurisdictional requirements to report suspicions or allegations of child or adult sexual or physical abuse or neglect. To report a violation of this policy, contact: Solano County Health and Social Services ([www.solanocounty.gov](http://www.solanocounty.gov)) or U.S. Department of Health and Human Services ([www.childwelfare.gov](http://www.childwelfare.gov))

## Employee and Worker Screening and Selection

As part of its sexual abuse and misconduct prevention program, The Solano County African Family Reunion Celebration Committee **may conduct** a screening program for prospective and existing employees, volunteers and others that may have interaction with those associating with or serviced by the Committee. 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, the Solano County African Family Reunion Celebration Committee requires that any entity organizing or participating in activities conducted during events sponsored by the Committee provide a minimum of two adult workers or volunteers to supervise or be in attendance with minors during Committee sponsored events. The purpose is to avoid one-on-one interactions between adults and minors that are not easily observable by others. If individual interactions with a minor must be held in a closed space, any doors, dividers, coverings, etc., must be kept open and another adult must be put on notice of the interaction, and access must remain unlocked.

# ACKNOWLEDGEMENT FORM

## SEXUAL ABUSE AND MISCONDUCT PREVENTION POLICY

I acknowledge that I received and read the Sexual Abuse and Misconduct Prevention Policy and/or had it explained to me. 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 or misconduct as set forth in the policy, including retaliation against any Committee member or volunteer exercising his or her rights under the policy. I acknowledge that I will be alerted when changes and updates are made to the Sexual Abuse and Misconduct Policy and will be responsible for reading and complying with these updates.

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Committee Member/Volunteer's Printed Name

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Committee Member/Volunteer's Signature

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Witness' Signature

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Date of Policy Review: