



Texas High School Bass Association

Sexual Abuse and Misconduct Prevention Policy

The Texas High School Bass Association prohibits and does not tolerate sexual abuse or misconduct during any organization related activity. The Texas High School Bass Association provides procedures for employees, volunteers, board members, boat captains, student anglers or any other victims of sexual abuse or the misconduct to report such acts. Those reasonably suspected or believed to have examples committed sexual abuse or misconduct will be appropriately disciplined up to and including termination of employment or membership, as well as criminally prosecuted. No employee, volunteer, boat captain, 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 Examples:

The following definitions or examples of sexual abuse, misconduct or harassment, may apply to any and or all of the following persons, employees, volunteers or 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 other wise 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 contact 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.
- Materials 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 condition of employment or affiliation with the Texas High School Bass Association.

Reporting Procedures:

Immediately report suspected sexual abuse or misconduct to the authorities. Then contact the team's advisor followed by the tournament director of the division. The tournament director will then contact the president of the Texas High School Bass Association. 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 Texas High School Bass Association will take every reasonable measure to ensure that those named in the complaint of misconduct or too closely associated with those involved in the complaint, will not be a part of the investigative team.

Anti-retaliation and False-Allegations:

The Texas High School Bass Association 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 knowing false or malicious accusations of sexual abuse or misconduct can have serious consequences for those who are wrongly accused. The Texas High School Bass Association 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 including termination of employment or membership and criminal prosecution.

Investigation and Follow-up:

The Texas High School Bass Association will take all allegations of sexual abuse or misconduct seriously and will promptly, thoroughly and equitably investigate whether misconduct has taken place. The Texas High School Bass Association may utilize an outside third party to conduct an investigation of misconduct. The Texas High School Bass Association will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective service agencies. The Texas High School Bass Association 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 Service:

The Texas High School Bass Association 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 Texas High School Bass Association not to attempt to investigate or assess the validity or credibility of an allegation of sexual and physical abuse as a condition before reporting the allegation to the proper enforcement authorities or protective services organizations.

Employee and Worker Screening and Selection:

As a part of its sexual abuse and misconduct prevention program, the Texas High School Bass Association is committed to maintaining a diligent screening program for prospective and existing employees, volunteers and others that may have interaction with those employed by, associating with or serviced by the Texas High School Bass Association. The organization will 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 Texas High School Bass Association strives that a minimum of two adults be in a boat with a single student entry or a placement of two individual student angler in one boat. 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, keep the door open. Only conduct close door meetings when another adult is put on notice of the meeting and the door remains unlocked.

Acknowledgement Form of 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 this policy. I also understand how to report incidents of sexual abuse or misconduct as set for in this policy, including retaliation against any employee 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.

Boat Captain/Volunteer's/ Staff Printed Name

Boat Captain/ Volunteer's/Staff Signature

Witness' Signature

Date