

## **FRATERNIZATION & SEXUAL ABUSE POLICY**

### **STAFF AND MEMBER RELATIONS**

*It is the policy of Gold to prohibit any inappropriate interaction between staff or volunteers and members at all times and under all circumstances, as well as the appearance of inappropriate interactions.*

*One-on-one contact between adults, staff, and volunteers of Gold and the members of the Corps is expressly prohibited. In situations requiring an individual or personal conference, such as a meeting to discuss disciplinary or medical issues, the meeting is to be conducted with the prior knowledge of and in clear view of other adult staff or volunteers.*

*The prohibition on one-on-one contact between adults, staff, and volunteers and the marching members applies as well to written, digital, and electronic communications. No one-on-one private online communications or engagement in one-on-one digital activities (games, social media, etc.) with youth members will be permitted.*

Should direct written, digital and electronic communications occasionally become absolutely necessary and required, and no other readily acceptable method can be used, a parent and another staff member or volunteer shall be included on such necessary written, digital and electronic communications. This safeguard ensures that no private, one-on-one contact takes place in text, social media, or other forms of written, digital and electronic communications.

*Romantic and sexual relationships between staff and marching members, or between volunteers and marching members, regardless of their respective ages, are also expressly prohibited.*

Further, staff, volunteers, and members should be aware of unintentionally or inadvertently invading the privacy of other individuals with video, picture and audio recording devices. The use of any device capable of recording or transmitting visual images in or near showers, locker rooms, restrooms, or other areas where privacy is expected is not allowed.

### **SEXUAL ABUSE**

*All persons involved in Gold must immediately report to local authorities any good-faith suspicion or belief that any member is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. This duty cannot be delegated or passed along to any other person.*

Immediate reporting of any such good-faith suspicion or belief, or of any other violation of any policy of Gold shall also be immediately reported to the Executive Director, Tour Manager or member of the Board of Directors of Gold. This duty cannot be delegated or passed along to any other person. Immediate and appropriate action shall be taken for the safety of our members, staff and volunteers, as well as for appropriate notifications and follow-up with appropriate investigating agencies. Any and all actions taken will be in the sole and absolute discretion of Gold.

*Any violation of this policy will be grounds for immediate and summary disciplinary action by Gold in its sole and absolute discretion. Such action may include immediate and summary dismissal from Gold.*

## **DUTY TO REPORT VIOLATIONS**

It is the affirmative obligation of all management, staff, volunteers and members to immediately report in good faith any violation of the law or of the policies of Gold to either the Executive Director or any member of the Board of Directors. Should circumstances prevent such immediate reporting, any violation shall be reported as soon as possible.

Upon receiving any such report, appropriate action shall be taken to protect the health, welfare and rights of the reporting parties, supervisors, witnesses, and any other individuals involved. The nature of the complaint, the identity of the reporting party, and any other individuals involved shall be kept confidential until the matter is reviewed by the Executive Director or the Board Chairman. Confidentiality shall apply and remain to the maximum degree possible.

Gold shall take any and all measures they feel appropriate to investigate any violation of law or the policies of Gold, including interviews with the individuals involved and witnesses to any conduct, and review of written and electronic communications. Should a complaint be substantiated, disciplinary action in the sole and absolute discretion of the Executive Director or the Board of Directors shall be taken, up to and including termination of the individual's relationship with Gold and reporting the incident to appropriate civil or law enforcement officials.

Similarly, false reporting will also not be tolerated. Should it be determined after appropriate investigation that an allegation was brought based upon revenge, anger, dislike or any other improper motive, the individual or individuals making the false report are subject to immediate disciplinary action as set forth above, in the absolute and sole discretion of the Executive Director or the Board of Directors

*Last Updated: May, 2018*