

District 7710 Sexual Abuse and Harassment Prevention Policy

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Introduction

Beginning with the 2006-2007 Rotary year, all clubs and districts are required to be certified by RI. To apply for certification, each district will need to submit:

1. District abuse and harassment policy,
2. Copies of all materials produced in the district to promote and support the program (promotional materials and brochures, applications, policies, Web site links, host family screening reports, position/job descriptions, etc.),
3. A signed compliance statement that the district is operating in accordance with RI policy

Implementing an effective policy is a tangible demonstration of a district's commitment to **create a climate for Rotarians and non-Rotarians that is free from abuse and harassment**. This document provides a basic framework, in keeping with RI Board policy, to follow in developing or refining district abuse and harassment policies.

Sexual Abuse and Harassment Prevention Policy

Policy Framework

1. Statement of Conduct for Working with Youth

District 7710 is committed to creating and maintaining the safest possible environment for all participants in Rotary activities. It is the duty of all Rotarians, Rotarians' spouses, partners, and any other volunteers to safeguard, to the best of their ability, the welfare of, and to prevent the physical, sexual, or emotional abuse of **individuals** with whom they come into contact. **No form of harassment will be tolerated, including harassment for the following reasons: race, national origin, religion, disability, pregnancy, age, military status, or sex.** District 7710 will have a zero tolerance policy regarding abuse and/or harassment.

2. Definition of terms

District "Child Protection Officer". This individual will report directly to the District Governor, and will be responsible to audit the District 7710 Sexual Abuse and Harassment Policy to insure proper implementation. This position should be for no more than three one year assignments and be part of the District Leadership team.

Volunteer: Any adult involved with Rotary youth activities who has independent, direct interactions with students. This includes, but is not limited to, club and district officers and committee members, Rotarian counselors, Rotarians and non-Rotarians, their spouses and partners that host students for activities or outings (**or who might drive students to events or functions**), host parents, and other adult residents of the host home including siblings and other family members. **In general, background checks need not be conducted for adults who will have only casual or occasional group interactions with an individual.** This may include, for example, Rotarians present at a club meeting attended by an individual.

Student: Youth involved with Rotary programs, regardless of whether they are of the age of majority.

Sexual abuse: Sexual abuse refers to engaging in implicit or explicit sexual acts with **an individual, or forcing or encouraging an individual to engage in implicit or explicit sexual acts, alone or with another person of any age of the same sex or the opposite sex.**

Additional examples of sexual abuse could include, but are not limited to:

- ◆ Non-touching offenses
- ◆ Indecent exposure
- ◆ Exposing a student to sexual or pornographic material

Sexual harassment: Sexual harassment refers to sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature. In some cases, sexual harassment precedes sexual abuse and is a technique used by sexual predators to desensitize or "groom" their victims.

Examples of sexual harassment could include, but are not limited to:

- ◆ Sexual advances
- ◆ Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, and comments about an individual's sexual activity, deficiencies, or prowess
- ◆ Verbal abuse of a sexual nature
- ◆ Displaying sexually suggestive objects, pictures, or drawings
- ◆ Sexual leering or whistling, any inappropriate physical contact, such as brushing or touching, obscene language or gestures, and suggestive or insulting comments

2. District 7710 Harassment Program and Liability Insurance

District 7710 and its member clubs and Rotarians are covered by the general liability insurance provided by Rotary International, with adequate coverage and appropriate limits.

3. Volunteer Selection and Screening

District 7710 must maintain a volunteer selection and screening process. The following screening steps must be completed prior to regular participation in youth activities. (A sample of a *Youth Volunteer Affidavit* form can be found in *Appendix A*.)

District 7710 will maintain all records of criminal background checks, waivers, and screening for adults working with minors for a period of ten years.

All volunteers interested in participating in a District 710 youth programs must:

- ◆ Complete a *Youth Volunteer Affidavit* form and authorize the district to conduct a criminal background check (subject to local laws and practices). **In general, background checks need not be conducted for adults who will have only casual or occasional group interactions with an individual. This may include, for example, Rotarians present at a club meeting attended by an individual.**
- ◆ Undergo personal interviews.
- ◆ Provide a list of references for the district to check.
- ◆ Meet RI and district eligibility requirements for working with students. RI requires that any volunteer who has admitted to, been convicted of, or otherwise found to have engaged in sexual abuse or harassment be prohibited from working with youth in a Rotary context. If an individual is accused of sexual abuse or harassment, and the investigation into the claim is inconclusive, then, for the safety of youth participants and the protection of the accused, additional safeguards must be put in place to assure the protection of any youth with whom the individual may have future contact. A person later cleared of charges may apply to be reinstated to participate in youth programs. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his or her former position.
- ◆ Understand and comply with RI and District 7710 guidelines for the youth programs.

Host families must meet the following selection and screening requirements, in addition to those listed above.

- ◆ Host families must undergo a comprehensive interview that determines their suitability for hosting **individuals**. This should include:
 - Demonstrated commitment to the safety and security.
 - Motivation for hosting is consistent with Rotary ideals of international understanding and cultural exchange
 - Financial ability to provide adequate accommodations (room and board) for the **individual**.
 - Aptitude for providing appropriate supervision and parental responsibility that ensures the **individual's** well being
- ◆ Host families must complete a written application.
- ◆ Home visits must be conducted for each family and should include both announced and unannounced visits, both prior to and during the placement. Home visits must be conducted annually, even for repeat host families.
- ◆ All adult residents of the host home must meet the selection and screening guidelines. This includes adult children of the host family and other members of the extended family that reside in the home either on a full- or part-time basis.

Rotarian counselors must meet the criteria for *All Volunteers*, as well as the following:

- ◆ Counselors must not be a member of the **individual's** host family.
- ◆ Counselors should not be close friends or relatives to other volunteers involved with a particular **individual** (i.e. school principal, host family, etc.).
- ◆ Counselors must be trained in responding to any problems or concerns which may arise during the exchange, which may include instances of physical, sexual, or emotional abuse or harassment.

4. Student Selection and Screening

All students interested in participating in District 7710 youth programs must:

- ◆ Complete a written application and be interviewed for their suitability for participation in the youth program.
- ◆ Attend and participate in district orientation and training sessions.

All parents or legal guardians of students interested in participating in the District 7710 youth programs must:

- ◆ Be interviewed to determine the student's suitability for participation in the **youth program**.
- ◆ Adhere to the application and selection timeline. **Individuals** that begin the process after deadlines have passed may not be thoroughly interviewed, and could miss vital orientation sessions.

5. Training

District 7710 will provide abuse and harassment prevention training to all regular program volunteers. Responsibility for assuring that appropriate training is conducted at all levels is assigned to the District 7710 Child Protection Officer. Conducting training sessions may be assigned to the District child protection officer, district trainer or their designee.

Districts 7710 will:

- ◆ Adapt the *Abuse and Harassment Prevention Training Manual* (available in 2006) to include relevant information on specific district guidelines, local customs, cultural issues, and legal requirements.
- ◆ Develop a calendar for training and define the frequency of training required for each volunteer position, including descriptions of who is to participate, when training should occur, and how training will be conducted.
- ◆ Conduct specialized training sessions for the following program participants:
 - District governor
 - District youth program committee members
 - Club youth program committee members
 - Rotarian counselors
 - Other Rotarians and non-Rotarians who participate in youth activities, such as local tours or district events
 - Host families
 - Students (outbound and inbound)
 - Parents and legal guardians of students
 - Establish guidelines to ensure that all those required to be trained have participated.
 - Maintain records of participation to ensure compliance.
 - Assure that volunteers have been trained within the prior three years.

6. Allegation Reporting Guidelines

The District is committed to protecting the safety and well being of all participants and will not tolerate their abuse or harassment. All allegations of abuse or harassment will be taken seriously and must be handled in accord with the *District 7710 Sexual Abuse and Harassment Allegation Reporting Guidelines*, found in *Appendix B*.

7. Investigation Guidelines

District 7710 takes all allegations of abuse or harassment seriously and assures the thorough investigation of each allegation. The district will cooperate with all law enforcement, child protective services, and legal investigations, and will only conduct their own independent investigation such that it does not interfere with other investigations.

9. Other District 7710 Responsibilities

- ◆ Have procedures for reporting, investigating, and proper handling of non-criminal offenses or historic cases that law enforcement will not investigate.
- ◆ Will develop a records access and retention policy for program records that assures confidentiality of information and availability of records to authorized parties.
- ◆ Work with our partner districts around the world to provide full reporting to related districts and of any incident of alleged abuse or harassment involving inbound or outbound individuals.
- ◆ Requires that all inbound youth students maintain insurance at the following levels - Maximum lifetime benefit \$500,000; Accidental death \$10,000; medical evacuation \$50,000.
- ◆ Provides each individual with a list of local services in the district (rape and suicide crisis hotline, alcohol and drug awareness programs for teenagers, proper law enforcement agencies, community services, private services, etc.)
- ◆ Will complete a student data request form for all participating youths and return it to RI, if required, one month before the beginning of an exchange.
- ◆ Will maintain and provide to all involved a “district hotline.”
- ◆ Will follow RI guidelines for Youth Exchange Web sites and usage of the Rotary Marks.
- ◆ May appoint an independent lawyer, therapist or counselor to represent any alleged victim in cases of sexual abuse or harassment.
- ◆ Will report all criminal allegations to appropriate Child Protection Officers and to RI within 72 hours.
- ◆ Will report all serious incidents (e.g. accidents, crimes, deaths, early returns) involving individuals to the appropriate Child Protection Officer and to RI within 72 hours.
- ◆ Evaluate and review this policy and accompanying procedures, at least, annually.
- ◆ Require an end of stay visit and interview with host families and individuals to gather information on the host family stay, and the individual’s and family’s feelings, concerns, ideas, and suggestions on the program. The district Child Protection Officer (or designee) can then review the reports, and assist individuals as needed. A host counselor and a youth program committee member should conduct the interview together.

10. Club Compliance

District 7710 will monitor and ensure that all participating clubs within the district comply with RI guidelines for abuse and harassment prevention. All clubs that wish to apply to the district for certification must provide the district with a copy of the following for review and approval:

- ◆ Copies of all materials produced in the club to promote and support the programs, including, but not limited to, promotional materials and brochures, applications, policies, Web site links, etc.

- ◆ List of services in area (rape and suicide crisis hotline, alcohol and drug awareness programs for teenagers, proper law enforcement agencies, community services, private services)
- ◆ Club abuse and harassment prevention training program

Participating clubs must agree to:

- ◆ Complete and return a signed compliance statement that the club is operating their program in accordance with the District 7710 and RI policy.
- ◆ Develop a comprehensive system for volunteer selection and screening that includes a check of state pedophile databases, reference checks, announced and unannounced home visits, and interviews both prior to and during the placement.
- ◆ Conduct follow-up evaluations of both **individuals** and host families.

When appropriate, insure that criminal background checks have been conducted either by the District or Club (“CPO” should make the determination) for any volunteer involved with the program, including, but not limited to adult full-time residents of host home, counselor, club chair, and all Rotarians and their spouses or partners with direct unsupervised contact. All volunteers must complete and sign the *Volunteer Affidavit* found in *Appendix A*. In general, background checks need not be conducted for adults who will have only casual or occasional group interactions with individuals. This may include, for example, Rotarians present at a club meeting attended by individuals.

- ◆ Follow the *District 7710 Abuse and Harassment Reporting Guidelines* found in *Appendix B*.
- ◆ **Report all cases of sexual abuse or harassment** to the appropriate law enforcement authorities immediately, then to the District Child Protection Officer; then to the leadership of the district and the club for investigation.
- ◆ Prohibit direct placement of students outside of the District youth program structure (e.g. “backdoor exchanges”).
- ◆ Set procedures for removal **of an individual** from the host family (**criteria for moving an individual and back-up temporary housing available in advance**).
- ◆ Develop contingency plans for hosting that include pre-screened and available back-up families
- ◆ Ensure that all hosting is voluntary. Parents of **outbound individuals and club members must not be required to host individuals**.
- ◆ Arrange multiple host families for long-term **exchange individuals**.
- ◆ **Provide each individual** with a comprehensive local services list.
- ◆ Ensure that the host counselor is trained in responding to any problems or concerns that may arise during the program, including the prevention of physical, sexual, and emotional abuse or harassment.

- ◆ Provide mandatory training on sexual abuse and harassment prevention for all participants including host families, **outbound individuals, inbound individuals, and their parents or legal guardians, if appropriate.**
- ◆ Provide the names and contact information of at least three people to contact for assistance with any issues or problems to all youth involved in the program. These people must include both males and females, not related to each other, and individuals independent of the host family and club counselor.
- ◆ Follow RI guidelines for Youth Exchange Web sites and usage of the Rotary Marks (available in late 2005).
 - Conduct interviews of all applicants and applicants' parents or legal guardians.
- ◆ For long-term exchanges, three successive host families are preferable.
- ◆ Establish a system of club recertification.
- ◆ Prohibit volunteers from having independent contact with **individuals** until a background check has been conducted, and they have been cleared for unsupervised contact with students.

Please note that this policy is subject to regular review and change.

Appendix A

District 7710 Programs Volunteer Affidavit

District 7710 is committed to creating and maintaining the safest possible environment for all participants in Rotary activities. It is the duty of all Rotarians, Rotarians' spouses, partners, and any other volunteers to safeguard to the best of their ability the welfare of and to prevent the physical, sexual, or emotional abuse of **any individuals** with whom they come into contact.

PERSONAL INFORMATION

Name: _____

Address: _____

City: State/Province: Zip/Postal Code: _____

Home Phone: _____ Email: _____

Business Phone: _____ Fax: _____

How long at this address? (If less than five years, please list prior residence(s) on the back of this sheet.)

Government identification (e.g. Social Security Number): _____

Are you a member of a Rotary club? Yes No

If yes, please give club name and year joined: _____

Position Applied for: _____

Have you held a youth sponsor position in the past? Yes _____ No _____

If yes, what position, where and when?

EMPLOYMENT HISTORY (5 years – please attach additional sheets, if necessary)

Current Employer: _____

Address/City/State/Zip: _____

Telephone: _____ Position: _____

How long with this company? _____ Supervisor's Name: _____

Previous Employer: _____

Address/City/State/Zip: _____

Telephone: _____ Position: _____

How long with this company? _____ Supervisor's Name: _____

VOLUNTEER HISTORY WITH YOUTH (5 years – please attach additional sheets, if necessary)

Organization Name: _____

Address/City/State/Zip: _____

Telephone: _____ Position: _____

Dates Held: _____ Director's Name: _____

Previous Organization: _____

Address/City/State/Zip: _____

Telephone: _____ Position: _____

Dates Held: _____ Director's Name: _____

PERSONAL REFERENCES (not relatives and not more than one former or current Rotarian)

1. Name: _____

Address/City/State/Zip: _____

Telephone: _____ Relationship: _____

2. Name: _____

Address/City/State/Zip: _____

Telephone: _____ Relationship: _____

3. Name: _____

Address/City/State/Zip: _____

Telephone: _____ Relationship: _____

QUALIFICATIONS AND TRAINING

What qualifications and/or training do you have relevant to interfacing or dealings with youth? Please describe in full.

CRIMINAL HISTORY (Attach a separate sheet if needed)

1. Have you ever been convicted of or plead guilty to any crime(s)? yes no
2. Have you ever been subject to any court order involving any sexual, physical or verbal abuse including but not limited to any domestic violence or civil harassment injunction or protective order? yes no

If yes, describe in full. Also indicate dates(s) of crime(s) and in which country and state each took place.

WAIVER/CONSENT/RELEASE

I certify that all of the statements in this affidavit, and in any attachments hereto, are true and correct to the best of my knowledge. I also certify that I have not withheld any information that would affect this affidavit unfavorably, if disclosed. I understand that any omission of facts or misrepresentation will result in my elimination from consideration for any volunteer position with a **District 7710 program or an affiliate**. I further certify that I understand that District 7710 programs' intent is to deny a position to anyone convicted of a crime of violence or a crime against another person.

I hereby give my permission for District 7710 to investigate, verify and obtain information given in this affidavit, including searches of law enforcement and published records (including driving records and criminal background checks), contact with former employers and reference interviews. I understand that this information will be used, in part, to determine my eligibility for a volunteer position with a **District 7710 program**. I also understand that as long as I remain a volunteer here, the criminal history records check may be repeated at any time. I understand that I will have an opportunity to review the criminal history and that there is a procedure available for clarification, if I dispute the record as received.

I specifically acknowledge that the **District 7710 programs** or its affiliates will inquire about, and I authorize them to verify, my prior employment, experience, personal references, background, including criminal background checks which may contain arrest and conviction data. I waive any right to assert that such an investigation or request constitutes an invasion of my privacy. I recognize that such inquiries are in the interest of all persons involved in the **District 7710 programs**, and I fully consent to such investigations.

IN CONSIDERATION of my acceptance **and participation in a program**, I, to the full extent permitted by law, hereby release and agree to save, hold harmless and indemnify, all members, officers, directors, committee members and

District 7710

Sexual Abuse and Harassment

Allegation Reporting Guidelines

Introduction

The most powerful force in the promotion of international understanding and peace is exposure to different cultures. **District programs** provide thousands **of people** with the opportunity to meet different people and to experience different cultures.

Some **individuals** will spend a year, or perhaps just an extended period of time, living with a host family in a country other than their own. Rotarians, their families, and non-Rotarian volunteers are expected to use their best efforts to safeguard the welfare of and prevent the physical, sexual or emotional abuse or harassment of every **individual** with whom they come into contact.

Rotary International is committed to protecting the safety and well being of **all individuals** involved in District programs and will not tolerate their abuse or harassment. All allegations of abuse or harassment will be taken seriously and must be handled within the following guidelines. **The safety and well-being of all individuals should always be the first priority.**

Definitions

Sexual abuse: Sexual abuse refers to engaging in implicit or explicit sexual acts with **an individual**, or forcing or encouraging **an individual** to engage in implicit or explicit sexual acts alone or with another person of any age, of the same sex or the opposite sex.

Additional examples of sexual abuse could include, but are not limited to:

- ◆ Non-touching offenses
- ◆ Indecent exposure
- ◆ Exposing a child to sexual or pornographic material.

Sexual harassment: Sexual harassment refers to sexual advances, requests for sexual favors or verbal or physical conduct of a sexual nature. In some cases, sexual harassment precedes sexual abuse and is a technique used by sexual predators to desensitize or “groom” their victims.

Examples of sexual harassment could include, but are not limited to:

- ◆ Sexual advances
- ◆ Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one’s sex life, and comments about an individual’s sexual activity, deficiencies, or prowess
- ◆ Verbal abuse of a sexual nature
- ◆ Displaying sexually suggestive objects, pictures or drawings
- ◆ Sexual leering or whistling, any inappropriate physical contact such as brushing or touching, obscene language or gestures and suggestive or insulting comments

Is it Abuse or is it Harassment?

Whether the alleged conduct amounts to sexual abuse or sexual harassment is not to be determined by the adult to whom allegations are made. Within these guidelines, after ensuring the safety of the **individual**, **all allegations** should be immediately reported to appropriate law enforcement authorities. In some countries, this reporting is required by law.

All allegations that have been reported to the law enforcement authorities should be reported to the District Child Protection Officer.

Allegation Reporting Guidelines

For use by all adults to whom a student reports an incident of abuse or harassment

Any adult to whom a student reports an incident of sexual abuse or harassment is responsible for following these *Allegation Reporting Guidelines*.

1. Report from *Individual*

- a. **Listen attentively and stay calm.** Acknowledge that it takes a lot of courage to report abuse. It is appropriate to listen and be encouraging. Do not express shock, horror or disbelief.
- b. **Assure privacy but not confidentiality.** Explain that you will have to tell someone about the abuse/harassment to make it stop and to ensure that it doesn’t happen to other students.
- c. **Get the facts, but don’t interrogate.** Ask the **individual** questions that establish what was done and who did it. Reassure the **individual** that s/he did the right thing in telling you. Avoid asking ‘why’ questions. Remember your responsibility is to present the **individual’s story** to the proper authorities.

D. **Be non-judgmental and reassure the individual.** Do not be critical of anything that has happened or anyone who may be involved. It is especially important not to blame or criticize the **individual**. Assure the **individual** that the situation was not their fault and that they were brave and mature to come to you.

e. **Record.** Keep a written record of the conversation with the **individual** as soon after the report as you can, including the date and time of the conversation. Use the **individual's** words, and record only what has been told to you.

2. **Protect the Individual**

Ensure the safety and well-being of the individual. Remove the **individual** from the situation immediately and all contact with the alleged abuser or harasser. Give reassurance that this is for the **individual's** own safety and is not a punishment.

3. **Report to Appropriate Law Enforcement Authorities** Immediately report all cases of **sexual abuse or harassment** to the appropriate law enforcement authorities first and then to the District Child Protection Officer and the leadership of the club and district for investigation. The appropriate law enforcement office may be the local, state or district attorney. In most situations, the first Rotary contact is the Rotarian counselor or the District Child Protection Officer, who has responsibility for seeking the advice of and interacting with appropriate agencies. All allegations must be reported to RI within 72 hours; the district person responsible for doing so is the Youth Exchange Chairman or the District Child Protection Officer.

4. **Avoid Gossip and Blame**

Do not tell anyone about the report other than those required by the guidelines. Care must be taken to protect the rights of both the victim and the accused during the investigation. The District must maintain the privacy of any accused person.

5. **Do Not Challenge the Alleged Offender**

The adult to whom the individual reports must not contact the alleged offender. In cases of abuse or harassment, interrogation must be left entirely to law enforcement authorities.

6. **Follow-Up** After reporting allegations to the Rotarian counselor or District Child Protection Officer, follow up to make sure steps are being taken to address the situation. Specifically, districts will conduct an independent and thorough investigation into any claims of sexual abuse or harassment. Any adult against whom an allegation of **sexual abuse or harassment is made** will be removed from all contact with youth until the matter is resolved.

Post Report Procedures

For Use by Rotarian Counselors, and the District Child Protection Officer.

The individual's Rotarian counselor and the District Child Protection Officer are responsible for ensuring that the following steps are taken immediately following an abuse allegation is reported.

1. The adult to whom **the individual** reports the abuse should follow the *Allegation Reporting Guidelines*.
2. **Confirm that the individual has been removed from the situation immediately and from all contact with the alleged abuser.**

3. Contact appropriate law enforcement agency immediately in any case of alleged abuse or harassment (if not already done).
4. Ensure the individual receives immediate support services.
5. Offer the individual an independent, non-Rotarian counselor to represent the interests of the individual.
6. Contact the individual's parents or legal guardian. If away from home, provide the individual with the option of either staying in country or returning home.
7. Remove alleged abuser from all contact with the specific individual, and any other associates, while investigations are conducted.
8. Cooperate with the police or legal investigation.
9. The individual's Rotarian Counselor should inform the District Child Protection Officer, and the District Governor of the allegation. The District Child Protection Officer must inform all involved parties and Rotary International of the allegation within 72 hours, and provide follow-up reports of steps taken, the outcome of all investigations, and resulting actions.

Post Allegation Report Guidelines

Responding to the Needs of the Individual

There will need to be a cohesive and managed team approach to supporting the individual after an allegation report. The individual is likely to feel embarrassed, confused, and may become withdrawn and appear to be avoiding members of the host family or club. After a report of harassment or abuse, individuals may or may not want to remain on their exchange. If they do, they may or may not want to continue their relationship with their hosting Rotary club depending on the circumstances. In some cases, an individual may wish to remain in country, but change to a different host club.

It may be difficult for club members and host families to understand how the individual is feeling, but it would be helpful for the individual to know that the club remains a support for them. Club members and host families may experience ambiguity toward their roles and may feel unclear regarding their boundaries. However they need to do whatever is necessary to reassure the individual of their support at all times.

Appropriate Response for Addressing Issues within the Rotary Club for Allegations Made Against Rotarians or Non-Rotarians

When addressing an allegation of abuse or harassment, the most important concern is the safety of the individuals. Club members should not speculate, make editorial comments, or offer personal opinions that could potentially hinder any police or criminal investigations. Club members should be cautioned about speculating or commenting on the matter during the investigations. Comments made about alleged victims in support of alleged abusers do not support our statement of conduct or Rotary ideals. Comments made against an alleged abuser could lead to a slander or libel claim filed against Rotarians or clubs by the alleged abuser.

<u>Statement of Conduct for Working with Youth</u>

Rotary International is committed to creating and maintaining the safest possible environment for all participants in Rotary activities. It is the duty of all Rotarians, Rotarians' spouses, partners, and other volunteers to safeguard to the best of their ability the welfare of and to prevent the physical, sexual, or emotional abuse of children and young people with whom they come into contact.

Adopted by the RI Board of Directors, November 2002

Please note that these District 7710 guidelines are subject to regular review and change.



