

Sexual Abuse Policy

East Ouachita Recreation District prohibits and does not tolerate sexual abuse in the workplace or in any organization related activity. EORD provides procedures for employees, volunteers, family members, board members, victims of sexual abuse, or others to report sexual abuse and disciplinary penalties for those who commit such acts. No employee, volunteer, participant, member, or third party, no matter his or her title or position has the authority to commit or allow sexual abuse.

EORD has a Zero-Tolerance policy for any sexual abuse committed by an employee, volunteer, board member or third party. Upon completion of the investigation, disciplinary action up to and including termination of employment and criminal prosecution may ensue.

Sexual abuse is inappropriate sexual contact of criminal nature or interaction for gratification of the adult who is a responsible for the participant or child's care. Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment. Any incidents of sexual abuse reasonably believed to have occurred will be reportable to appropriate law enforcement agencies and regulatory agencies.

Reporting Procedure

If we are aware of or suspect sexual abuse taking place, we will immediately report it to the appropriate agency. Appropriate family members will be notified of alleged instances of sexual abuse.

Anti-retaliation

EORD prohibits retaliation made against any employee, volunteer, board member or participant who reports a good faith complaint of sexual abuse or who participates in any related investigation. Making false accusations of sexual abuse in bad faith can have serious consequences for those who are wrongly accused. The organization prohibits making false and/or malicious sexual abuse allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

Investigation and Follow-up

EORD will take all allegations of sexual abuse seriously and will promptly and thoroughly investigate whether sexual abuse has taken place. EORD will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies. It is the EORD's objective to conduct a fair and impartial investigation.

EORD 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.

I acknowledge that I have received and read the sexual abuse policy and/or have had it explained to me. I understand that the organization will not tolerate any employee, volunteer, board member or third party who commits sexual abuse. Disciplinary actions will be taken against those who are found to have committed sexual abuse.

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 as set forth in the abuse policy, including retaliating against any employee/volunteer exercising his or her rights under the policy.