

## Grace Enrichment Co-Op, Inc. (GECO)

### Sexual Abuse Policy

Grace Enrichment Co-Op, Inc. (GECO) prohibits and does not tolerate sexual abuse in our organization or any activity that GECO sponsors. GECO provides procedures for GECO members and associate members, family members, board members, victims of sexual abuse, or others to report sexual abuse and disciplinary penalties for those who commit such acts. No GECO member, associate member, no matter his or her title or position has the authority to commit or allow sexual abuse.

Grace Enrichment Co-Op, Inc. has a Zero-Tolerance policy for any sexual abuse committed by a member, associate member, board member, or third party. Any reports of sexual abuse will be reported to the police or county sheriff's department. Upon completion of the investigation, disciplinary action up to and including dismissal from GECO may ensue.

Sexual abuse is inappropriate sexual contact of criminal nature or interaction for the gratification of the adult or older child who interacts or is responsible for the younger child or any other person. Sexual abuse includes but is not limited to sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment.

Physical and behavioral evidence or signs that someone is being sexually abused are listed below.

Physical evidence of abuse:

- Difficulty in walking
- Torn, stained, or bloody underwear
- Pain or itching in genital area
- Bruises or bleeding of the external genitalia
- Sexually transmitted diseases

Behavior signs of sexual abuse:

- Reluctance to be left alone with a particular person
- Wearing lots of clothes especially in bed
- Fear of touch
- Nightmares or fear of night
- Apprehension when sex is brought up

### **Reporting Procedures**

If you are aware of or suspect sexual abuse taking place, you must immediately report it to a Board member. If a child is the victim then you should report the suspected abuse to the local Police Department or County Sheriff's Department. Appropriate family members should be notified of the alleged instances of sexual abuse.

### **Anti-Retaliation**

GECO prohibits retaliation made against any member, associate member, board member, member of Mission Dorado Baptist Church, or any other volunteer 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. GECO 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 of membership in GECO.

### **Investigation and Follow-up**

GECO will take all allegations of sexual abuse seriously and will promptly and thoroughly investigate whether sexual abuse has taken place. GECO will use an outside third party to conduct any investigation. GECO will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies. It is GECO's objective to conduct a fair and impartial investigation. GECO provides notice that they have the option of placing the accused on suspended membership until the investigation is completed.

GECO 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.

### **Acknowledgement of Receipt and Understanding of Sexual Abuse Policy**

I acknowledge that I have received and read the sexual abuse policy and/or have had it explained to me. I understand that GECO will not tolerate any member, associate member, 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 in the policy. I also understand how to report incidents of sexual abuse as set forth in the abuse policy, including retaliating against any member/associate member/third party exercising his or her rights under the policy.