

DISTRICT 5280 YOUTH ABUSE & HARASSMENT PROTECTION POLICY

ROTARY DISTRICT 5280 YOUTH ABUSE AND HARASSMENT PREVENTION POLICY

1. Statement of Conduct for Working with Youth

District 5280 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/or any 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. It is each person's responsibility to be familiar with the entire Rotary District 5280 Youth Policy, the Reporting Guidelines, Affidavits, Host Applications, and all reporting forms. Each person who will work with Youth Exchange Program in any capacity must complete and sign the Rotary District 5280 Youth Volunteer Affidavit and Waiver. A copy of these documents is at the end of this Policy.

2. Definitions

- Volunteer: Any adult involved with Rotary Youth Exchange activities and/or other activities that have direct interaction with students, children and young people, either supervised or unsupervised. This includes, but is not limited to, Club and District Youth Exchange Officers and committee members, Rotarian Counselors, Rotarians and non-Rotarians, their spouses and partners that host students for activities or outings, host parents, and other adult residents of the host home (including siblings and other family members).
- *Student:* Youth involved with Rotary Youth Exchange or other activities involving activities with Rotary Clubs, regardless of whether they are of the age of majority.
- Sexual abuse: Sexual abuse refers to engaging in implicit or explicit sexual acts with a student, or forcing or encouraging a student 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

Please refer to the Rotary District 5280 Reporting Guidelines for definitions and clarifications.

3. Volunteer Selection and Screening

The following screening steps must be completed prior to participation in Youth Exchange activities and youth-related activities.

- All volunteers interested in participating in the District 5280 Youth Exchange program must:
 - Complete a Youth Volunteer Affidavit form and authorize the District to conduct a criminal background check (subject to local laws and practices). <u>http://yehub.net/SNX-volapp</u>
 - Undergo personal interviews.
 - Provide a list of references for the District to check.
 - > Meet RI and District eligibility requirements for working with students.
- All volunteers interested in participating in any and all club and/or District related youth activities must:
 Complete a form to authorize the District to conduct a criminal background check

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.

The district will maintain confidential records of persons prohibited from working with youth in Rotary activities.

4. Maintenance of Records

- District 5280 will ensure maintenance of all records of criminal background checks, waivers, and screening for adults working with minors until the criminal offense Statute of Limitations runs out from the date of the record's creation. If it is deemed more practical, these records may then be archived and made available upon request to authorized parties acting on behalf of the District or Rotary International by the company that is responsible for the background checks.
- The background check files and records are maintained by Intellicorp, the company hired and authorized by Rotary District 5280 to perform the background checks
- The Youth Protection Officer for Rotary District 5280 is advised in writing by Intellicorp when a background check has been completed, and certification is sent of the status of the background, whether approved or denied
- The Youth Protection Officer for District 5280 maintains the certifications and the lists of those background checked and who have received the Youth Abuse and Protection training for a minimum of three (3) years. The documentation is maintained in a confidential, locked file

5. Understanding and complying with RI and District guidelines for the Youth Exchange Program.

- *Host families* must meet the following selection and screening requirements, in addition to those listed above.
- Parents of outbound students and club members must not be required to host students.
- Host families must undergo a comprehensive interview that determines their suitability for hosting exchange students. This should include:
 - > Demonstrated commitment to the safety and security of students
 - Motivation for hosting a student that is consistent with Rotary ideals of international understanding and cultural exchange

- > Financial ability to provide adequate accommodations (room and board) for the student
- Aptitude for providing appropriate supervision and parental responsibility that ensures the student's well being
- Host families must complete a written application.
 - Home visits must be conducted for each family and additional announced or unannounced visits may be made 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:
 - A counselor must not hold a role of authorit over the student's exchange (for example, a member of a student's host family, school principal, club president, or district or club Youth Exchange officer.
 - Counselors must be trained in responding to any problems or concerns that may arise during the exchange, which may include instances of physical, sexual, or emotional abuse or harassment.
 - Attendance and participation of counselors is required in all District orientation and training sessions.

6. Student Selection and Screening

- All Students interested in participating in the District 5280 Youth Exchange program must:
 - Complete a written application and be interviewed for their suitability for participation in the Youth Exchange program.
 - > Attend and participate in all District orientation and training sessions.
 - Obtaing at least the minimum insurance that is required by the Rotary Code of Policies (Because the host district must be able to arrange immediate and emergency medical attention when it is needed, it must be satisfied that the student's coverage is adequate)
 - Be given a copy of a list of emergency services in District 5280's area, such as rape counseling, drug awareness programs, law enforcement agencies, as described on page 16 of this manual
 - Be given a copy of the emergency telephone numbers of District 5280's Youth Exchange Committee as described on page 17 of this manual.

7. All parents or legal guardians of Outbound students interested in participating in the District 5280 Youth Exchange program must:

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

8. Training

District 5280 will provide abuse and harassment prevention training to all Youth Exchange program participants, and for all Rotarians and volunteers interested in working with and participating in youth- related activities. The District Youth Exchange Chair/Youth Protection Officer will conduct or arrange, the training sessions. In order to participate in any and all youth-related activities, volunteer participants must have completed both the training and the criminal background check.

District 5280 will:

- Adapt the *Abuse and Harassment Prevention Training Manual* (when available) 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 Youth Exchange Program participants: District Governor
 - District Youth Exchange Committee members
 - Rotarian Counselors
 - 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.
- Ensure participating clubs agree to complete and return a signed compliance statement that the club is operating its program in accordance with District and RI policies.

9. Allegation Reporting Guidelines

District 5280 is committed to protecting the safety and well-being of Youth Exchange students 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 *Youth Exchange Sexual Abuse and Harassment Allegation Reporting Guidelines*. The District YEO must immediately report to the U.S. Department of State, any incident or allegation involving the actual or alleged sexual exploitation or any other allegations of abuse or neglect of an exchange student.

10. Investigation Guidelines

District 5280 takes all allegations of abuse or harassment seriously and will investigate each allegation thoroughly and report to Rotary International within 72 hours. The District will cooperate with all law enforcement, child welfare services, and legal investigations, and will not interfere with these investigations. In addition, any serious incidents for example, accidents, crimes, early returns or death, involving Youth Exchange students will be reported to Rotary International within 72 hours.

11. Other District 5280 Responsibilities

District 5280 will:

- Have procedures for reporting, investigating, and proper handling of non-criminal offenses or historic cases that law enforcement will not investigate.
- Recommend that all inbound Youth Exchange students maintain insurance at the following level: \$500,000 minimum health and liability.
- Provide each student with a list of local services in the District (rape and suicide crises hotline, alcohol and drug awareness programs for teenagers, proper law enforcement agencies, community services, private services, etc.) (see page 16)
- Will maintain and provide to Youth Exchange Students a list of emergency telephone numbers of Youth Exchange Committee members. (See page 17)
- Evaluate and review this policy and accompanying procedures on an annual basis
- Will follow RI guidelines for Youth Exchange Web sites and usage of the Rotary Logos

12. Club Compliance

District 5280 will:

- Monitor and require all participating clubs within District 5280 to comply with Rotary International's guidelines for abuse and harassment prevention.
- Prohibit direct placement of students outside District 5280's Youth Exchange Program structure (i.e. "backdoor exchanges").
- Ensure that all hosting is voluntary, and that parents of outbound students and club members are not required to host students.
- Ensure that long-term exchange students have multiple host families.

For all activities involving youth, ensure that all District 5280 Rotary Clubs follow District 5280's policy for youth protection:

- A Club must terminate the membership of any Rotarian who admits to, is convicted of, or is otherwise found to have engaged in sexual abuse or harassment.
- A non-Rotarian who admits to, is convicted of, or is otherwise found to have engaged in sexual abuse or harassment must be prohibited from working with youth in a rotary context.
- A club may not grant membership to a person who is known to have engaged in sexual abuse or harassment.
- Develop contingency hosting plans that list prescreened families. Establish the criteria and procedures for removing a student from the host family. Arrange for temporary contingent housing in advance.
- The RI Board, upon gaining information that a club has knowingly failed to terminate the membership of a Rotarian who is known to have engaged in sexual abuse or harassment, will take immediate steps to have the Rotarian's membership terminated.
- For failing to comply, the RI Board will take action to terminate the club's charter.

10. Travel by Youth

With the exception of travel and tours operated by, or on behalf of, host districts, Youth Exchange travel is subject to the policies outlined in the Rotary Code of Policies. The District and Clubs:

- Shall obtain written permission from the parents or guardians of all youth participants for travel outside the local community in advance.
- Shall provide parents or legal guardians with specific details about the program, location of event, travel itineraries, sleeping accommodations and contact information for program organizers before departure.
- Should, when traveling 150 miles away from home residence, or out of home country, require parents or legal guardians of each minor to provide travel insurance, including such coverages as medical (when traveling outside of home country), emergency medical evacuation, repatriation of remains, and legal liability, in amounts satisfactory to the club or District organizing the activity or event.
- Coverage should begin from the time of the minor's departure from home until the return home.

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Section II Rotary District 5280 Reporting Guidelines for Abuse and Neglect

1. Introduction

A Youth Exchange student will spend 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, emotional abuse or neglect of every student with whom they come into contact.

Rotary International and District 5280 is committed to protecting the safety and well being of Youth Exchange students and will not tolerate their abuse or neglect. All allegations of abuse or neglect will be taken seriously and must be handled within the following guidelines. The safety and well-being of students should always be the first priority.

2. Definitions

- <u>Sexual abuse:</u> Sexual abuse refers to engaging in implicit or explicit sexual acts with a student, or forcing or encouraging a student to engage in implicit or explicit sexual acts alone or with another person of any age, of the same or opposite sex.
- Other examples of sexual abuse include but are not limited to:
 - Non-touching offenses
 - Indecent exposure
 - > Exposing a child to sexual or pornographic material
- <u>Sexual Harassment:</u> 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 '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

3. Allegation Reporting Guidelines

For use by all persons to whom a student reports an incident of abuse, neglect or harassment. Any person to whom a student reports an incident of abuse, neglect or harassment is responsible for following these Allegation Reporting Guidelines.

a. Report from the Student: Listen attentively and stay calm. Acknowledge that it takes a lot of courage to report abuse/neglect or harassment. It is appropriate to listen and be encouraging. Do not express shock, horror or disbelief.

- Assure privacy but not confidentiality. Explain that you will have to tell someone about the abuse/neglect to make it stop and to ensure that it does not happen again to him or her or to other students.
- c. Get the facts, but don't interrogate. Ask the student questions that establish what was done and who did it. Reassure the student that s/he did the right thing in telling you. Avoid asking "why" questions. Remember, your responsibility is to present the student's story to the proper authority.
- d. Be non-judgmental and reassure the student. 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 student. Assure the student that the situation was not their fault and that they were brave and mature to come to you and report the issue.
- e. Record. Keep a written record of the conversation with the student as soon after the report as you can, including the date and time of the conversation. Use the student's words and record only what has been told to you.
- f. Protect the Student. Ensure the safety and well-being of the student. If at all possible, remove the student from the situation immediately and all contact with the alleged abuser. Give reassurance that this is for the student's safety and is not a punishment.

4. Report to Appropriate Authorities

District 5280 ensures the prompt notification of allegations of abuse, neglect or harassment of Youth Exchange Students in compliance with state laws and statutes. California State Law requires any person who reasonably believes that a minor is or has been the victim of physical injury, abuse, child abuse, sexual abuse, sexual conduct with a minor, sexual assault, molestation, sexual exploitation of a minor, incest, child prostitution, or neglect that appears to have been inflicted on the minor by other than accidental means shall immediately report this information, or cause reports to be made, to a law enforcement official or child protective services in the Department of Economic Security. Generally, reports should be made to Child Welfare Services if the alleged abuse is by a family member or legal guardian. All other reports should be made to law enforcement. *In cases of non-criminal harassment, the District Youth Exchange Chair and District Governor are responsible for investigating and will be in contact with the alleged offender after the student has been moved to a safe environment.*

Upon notification to proper officials, the reporter shall then contact the District Youth Exchange Chairperson concerning the filing of a report on behalf of the student. Also, information concerning the location of the Rotary Youth Exchange Student should be provided to the Club

Counselor, as well as at the District level, to ensure the students' continued safety. The District is responsible for notifying the RYE student's family in the country of origin, as well as other members within the District responsible for investigating/continuing care of the student.

5. 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. Information concerning the alleged report will not be disclosed to any individual unless mandated for the purpose of investigation. Failing to adhere to this policy could open up the "reporter", Club and/or District to liability.

Do not challenge the alleged offender

The adult to whom the student reports must not contact the alleged offender. Abuse and neglect interrogation must be left entirely to the proper authorities. In the case of non-criminal harassment, the District Governor is responsible for follow-through and will contact the alleged offender after the young person has been moved to a safe environment. The District Governor may designate this task to the District Youth Protection Officer, or the District Review Committee.

6. Follow-through

The District Youth Protection Officer or the District Governor must ensure that the following steps are taken immediately after an abuse allegation is reported:

Confirm that the youth program participant has been removed from the situation immediately and has no contact with the alleged abuser or harasser;

- If law enforcement agencies will not investigate, the District's Youth Protection Officer and/or District Review committee should coordinate an independent review of the allegation(s);
- Ensure that the student receives immediate support services;
- Offer the student an independent non-Rotarian counselor to represent his/her interests. Social services or law enforcement can be asked for recommendations of someone who is not a Rotarian or in any way involved with the youth program.
- Contact the student's parents or legal guardian.

7. Follow-up

After reporting allegations to the Rotarian Counselor and District Youth Exchange Chair, follow-up to make sure steps are being taken to address the situation. Any adult against whom an allegation of abuse, neglect, or non-criminal harassment has been made will be removed from all contact with youth until the matter is resolved.

8. Post Allegation Report Procedures

For use by Rotarian Counselors and District Youth Exchange Chair of 5280.

- The adult to whom the student reports the abuse should follow the Allegation Reporting Guidelines.
- Confirm that the student has been removed from the situation immediately and all contact with the alleged abuser. Ensure that contact with the alleged perpetrator will not occur during the investigation.
- Ensure the student receives immediate support services. Social services may be able to assist in providing referrals.
- Contact the student's parents or legal guardian. Provide the option of staying in the country or returning home.
- Cooperate with the investigation.
- If the Rotarian Counselor is first notified, contact the Youth Exchange Chair of 5280. Provide written follow-up reports of the steps taken, outcome of all investigations and actions taken.

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

- When addressing an allegation of abuse, the most important concern is the safety of the students and protection of their right to privacy.
- 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 ideas.
- Comments made against an alleged abuser could lead to a slander or libel claim filed against Rotarians or clubs by the alleged abuser.

Section III WAIVER/CONSENT/RELEASE

I declare under penalty of perjury that all of the statements in this Youth Volunteer Affidavit 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 the District 5280 Youth Program or its affiliates. I further certify that I understand that District 5280 Youth Program's 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 5280 Youth Committees 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 the District 5280 Youth programs. 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 have received a copy of and further agree to conform to the rules, regulations, and policies of Rotary International, the District 5280 Youth programs and its affiliates, and understand that my service can be modified or terminated, with or without notice or cause, at any time, at the option of either the District 5280 Youth programs or its affiliates, or at my option. I understand and agree that the District 5280 Youth programs or its affiliates may, in their sole discretion, decline to accept my application for volunteer services with or without cause.

I ACKNOWLEDGE THAT I HAVE READ AND UNDERSTAND THE ABOVE AFFIDAVIT, WAIVER, CONSENT AND RELEASE, AND THAT I SIGN THIS FORM VOLUNTARILY.

Signature of Applicant:

Please Print Name: _____

Date:

Section IV REPORTS Rotary District 5280 Youth Non-Criminal Statement of Facts/Report

Name of student:		Date:	
Host Parent/Guardian Name: _			
Home phone	Parent work phone	Cell phone	
Where did the incident occur? _			
Date(s) and time(s) of the incide	ent		
Name of people involved in the	incident:		
Name of people who witnessed	the incident:		_
In your own words, describe wh	nat happened:		
Action taken as a result of the r	eport:		
Signature:		Date:	

Rotary District 5280 Youth Suspected Abuse/Neglect Report

Today's Date_____

Child's Information						
Last name	First Name		Middle Name	Gender		
	Ethnicity	Date of birth	Age	Grade	Height	Weight
Home address in the United States (host family)		City	Zip	Home Phone		
Home address in foreign country		City	Country	Phone		

Composition of Family (who live in household)						
Last Name	First Name	Gender	Relation to student	Work Phone	Cell phone	if alleged perpetrator

Nature of suspected abuse o	r neglect (check all tl	hat apply)		
Non-Accidental Injury	Physical Abuse	Neglect	Other	

How and when did Rotary become aware of the situation (include name of personnel who first learned of

the abuse)? _____

What were the Child's responses to the following four questions (use exact quotes and verbatim language)?

1. What happened? _____

2. Who did it?		
3. When did it happen?		
4. Where did it happen?		
Additional information volunteered by t Note: please attach additional pages		erbatim language whenever possible).
Observation of the child's injury, if any:		
Describe child's demeanor at time of d	isclosure and note recent change	
Other information that might be helpful		
	Contact made with	
1. Contact appropriate Police Agency	Police Depar	tmentOther Agency, if any
(List agency contacted)	Number	Number
	Officer	_ Officer
	Badge number	DR#
2. Contact Child Welfare Services		
CWS Intake Worker	CWS Office Assigned	
Contact Numbers for Counties in or ne 800-272-6699,	ear District 5280: Los Angeles/San	Fernando Valley: 800-540-4000; Santa Clarita:
For all CWS Agencies in California Refer	to website: http://www.dss.cahwnet.	gov/cfsweb/res/pdf/EmergencyR 315.pdf
Signature of person(s) completing report_		
Name of person who received disclosure		Telephone:
AddressC	CityState	Zip

San Fernando Valley Child Abuse Hotline 1- 800-540-4000

Los Angeles

Child Abuse Hotline: 1-800-540-4000 California Youth Crisis Line: 1-800-843-5200 Los Angeles Suicide Prevention Hotline: (310) 391-1253 Rape Hotline: 1-800-585-6231

National

National Drug & Alcohol Treatment Hotline: 1-800-662-HELP National Domestic Violence Hotline: 1-800-799-7233 National Child Abuse Hotline: 1-800-4-A-CHILD National Youth Crisis Hotline: 1-800-HIT-HOME National Adolescent Suicide Hotline: 1-800-621-4000 National Runaway Hotline: 1-800-621-4000 Panic Disorder Information Hotline: 1-800- 64-PANIC Contact Numbers for Child Welfare Agencies for Counties in or near District 5280:



DISTRICT 5280 EMERGENCY CONTACT SHEET

Youth Protection Contacts in Case of Abuse or Harassment

District Governor Name: Albert Hernandez Phone: 747-200-7350 E-Mail: albertrotary5280@gmail.com

Senior Assistant Governor – Risk Management/Youth Protections Tom Johnstone Tel: 310-350-0896 E-Mail: unreasonabletom@gmail.com

Youth Protection Officer Warren Bobrow Tel: 310-670-4175 E-Mail: warren@allaboutperformance.biz

District Emergency Contact Person (24 hours) Tom Johnstone Tel: 310-350-0896 E-Mail: unreasonabletom@gmail.com

Club Contacts - TBD

Inbound Students:

Host Rotary Counselor

Host Club President

Host District Youth Exhange Chair Nasncy Langdon Tel: 310-714-9886 Email: nancy.langdon@gmail.com

12/20/2024



Host District Governor

Independent Resource (Male)

Independent Resource (Female)

Outbound Students:

(Sending) Rotary Counselor

(Sending) Club President

(Sending) District Youth Exchange Chair

Nancy Langdon Tel: 310-714-9886 Email: nancy.langdon@gmail.com

(Sending) District Governor