



**ABUSE & SEXUAL MISCONDUCT
PREVENTION POLICY**

9/1/2022

POLICY

OUT SPORTS LEAGUE LLC is a recreational sports organization that primarily caters to adults, however, there may be certain organization-related activities where minors may be permitted to participate. This Abuse and Sexual Misconduct Prevention Policy applies to all employees, volunteers or contractors with access to minors during organization-related activities.

OUT SPORTS LEAGUE LLC prohibits and does not tolerate sexual abuse or misconduct during any organization-related activity. OUT SPORTS LEAGUE LLC provides procedures for employees, volunteers, contractors or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment or membership, as well as criminally prosecuted. No employee, volunteer, contractor or other person, regardless of their title or position has the authority to commit or allow sexual abuse or misconduct.

Definitions

- Child Abuse: Verbal abuse (ridicule or put-downs), physical abuse (any hurting touching or excessive exercise used as punishment), emotional abuse (threats to perform unreasonable tasks), and sexual abuse.
- Sexual Abuse: Refers to a wide spectrum of interactions including rape, physical assault, sexual battery, unwanted physical sexual contact, unwelcome sexually explicit or offensive verbal communication, coercive or exploitive sexual contact, verbal sexual harassment, and/or sexualized attention or contact with a minor.

Policies on Child Abuse / Sexual Misconduct or Molestation

- Criminal Background Checks - Employees, volunteers and contractors will be subject to a criminal background check and sexual offender registry check prior to their employment or involvement with OUT SPORTS LEAGUE LLC.
- Child Abuse Prohibition - All forms of sexual, physical, verbal and emotional abuse are prohibited.
- Name Distribution - The distribution of directories/rosters with names, phone numbers, addresses, and pictures of minors should be limited to persons on a "need to know" basis.
- Verbal Conduct Policy - Inappropriate comments of a sexual nature and suggestive jokes are prohibited in the presence of minors.
- Limit One on One Contact - It is our policy that no activities shall take place involving one on one contact between a single league employee, volunteer or contractor and a minor, if such activities can be practically avoided. Instead, a buddy system is encouraged where two (2) adults should always be present during practices, games, carpooling, and special events.
- Take Home / Pick up - Take home/pick-up of minors by league personnel is strongly discouraged because of the difficulty in limiting one on one contact between adult and a minor. Parents should provide

transportation for their own children to and from scheduled events. The league will clearly outline the expected start and end time for all events and communicate this with all parents. Parents should be instructed to make back-up plans in the event they can't provide transportation.

- Touching - Touching is acceptable only if it is "respectful and appropriate".
- Sleepovers - All sleepover activities involving minors are prohibited.

Reporting Procedure

Immediately report suspected sexual abuse or misconduct to the League Commissioner or to a League Official. It is not required to directly confront the person who is the source of the report, question or complaint before notifying any of the individuals listed. OUT SPORTS LEAGUE LLC will take every reasonable measure to ensure that those named in a complaint of misconduct, or are too closely associated with those involved in the complaint will not be part of the investigative team.

Anti-retaliation and False Allegations

OUT SPORTS LEAGUE LLC prohibits retaliation made against any employee, volunteer, contractor, or other person who lodges a good faith complaint of sexual abuse or misconduct or who participates in any related investigation. Making knowingly false or malicious accusations of sexual abuse or misconduct can have serious consequences for those who are wrongly accused. OUT SPORTS LEAGUE LLC prohibits making false or malicious sexual misconduct allegations, as well as deliberately providing false information during an investigation. Violators are subject to disciplinary action, up to and including termination of employment or membership and criminal prosecution.

Investigation Procedure

OUT SPORTS LEAGUE LLC will take all allegations of sexual abuse or misconduct seriously and will promptly, thoroughly, and equitably investigate whether misconduct has taken place. We will cooperate fully with any investigation conducted by law enforcement or other agencies and we may refer the complaint and the result of our investigation to those agencies. We reserve the right to place the subject of the investigation on an involuntary leave of absence or reassigning that person to responsibilities that do not involve personal contact with minors. To the fullest extent possible, but consistent with our legal obligation to report suspected abuse to appropriate authorities, we will endeavor to keep the identities of the alleged victims and investigation subject confidential.

If the investigation substantiates the allegation, our policy provides for disciplinary penalties, including but not limited to termination of the actor's relationship with OUT SPORTS LEAGUE LLC.

Reporting to Law Enforcement or Appropriate Child or Adult Protective Services

OUT SPORTS LEAGUE LLC is committed to following the state and federal legal requirements for reporting allegations or incidents of sexual abuse or misconduct to appropriate law enforcement and child or adult protective services organizations. It is the policy of OUT SPORTS LEAGUE LLC not to attempt to investigate or assess the validity or credibility of an allegation of sexual or physical abuse as a condition before immediately reporting the allegation to proper law enforcement authorities or protective services organizations.