

LUTHERVILLE TIMONIUM RECREATION COUNCIL

SEXUAL ABUSE AND MISCONDUCT

PREVENTION POLICY

(07/17/24)

The Lutherville Timonium Recreation Council (LTRC) prohibits and does not tolerate sexual abuse or misconduct during any organization-related activity. LTRC provides procedures for officers, employees, volunteers, board members, participants, spectators, contractor, subcontractor, vendor, 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, service, agreement, or contract,
- removal from office or position,
- denied participation in any sponsored activity, or
- criminal prosecution.

DEFINITIONS AND EXAMPLES

The following definitions or examples of sexual abuse, misconduct or harassment, may apply to any and/or all of the following persons – employees, participants, volunteers or other third parties.

Sexual abuse or misconduct may include, but is not limited to:

Child sexual abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old) where consent is not or cannot be given.

Sexual activity with another who is legally incompetent or otherwise unable to give consent.

Physical assaults or violence, such as rape, sexual battery, abuse, molestation, or any attempt to commit such acts.

Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.

Providing, displaying, or sharing material such as pornographic or sexually explicit images, posters, calendars, or objects via any medium.

Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications, or messages (email, text, social media, voicemail, etc.), exploitation, exposure, leering, stalking or invasion of sexual privacy.

Direct or implied threats that pressure submission to sexual advances as a condition of employment, service, or affiliation with the organization.

RESPONSEABILITIES

It is the responsibility of every person associated with LTRC to be vigilant regarding the safety of minors. Anyone who receives information or observes conduct that may give them reason to believe that a minor is, or has been, abused or neglected will immediately:

- notify local law enforcement, and
- report the information in writing to the program chair and LTRC president.