

POLICY FOR THE PREVENTION OF SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT

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SECTION 1 – OVERVIEW OF POLICY

1.1 INTRODUCTION

RNZWCS Limited activities are based on deeply held values and principles. It is essential that its commitment to humanitarian principles is supported and demonstrated by all members of the Board, Contractors, Volunteers, Supporters and Associates (herein referred to as Rotary personnel).

It is the duty of all Rotary personnel to safeguard, to the best of their ability, the welfare of all people with whom they come into contact, and prevent their assault, physical or sexual, emotional abuse, sexual exploitation, or harassment. This equally applies to all organisations and individuals that Rotary partners with or has an association.

1.2 PURPOSE

The purpose of this Policy is to provide guidance to Rotary personnel and others described in 1.1.

1.3 APPLICATION

It is expected that this Policy will be strictly observed by all – both Rotarians and non-Rotarians who are involved in any way with an activity of Rotary, recognising at all times they should act responsibly and exercise a ‘duty of care’ with all people with whom they come in contact.

1.4 DEFINITIONS USED IN THIS POLICY

Act – The Children’s Act 2014.

Appointed Role – An appointed role includes any Rotary team member or Volunteer (as defined below) where their usual duties include physical contact, oral communication (including by telephone) and or electronic communication with a Youth or Vulnerable Person.

Associates – Persons co-opted by the directors of RNZWCS Limited.

Board Members – Directors of RNZWCS Limited.

Contractor - Any adult, involved with an approved activity of Rotary, who has direct interaction, either supervised or unsupervised, with Youth or Vulnerable Persons.

Committee Members – Volunteers who may determine an activity.

District Governor – RI officer in each District within Zone 8

RI – Rotary International.

Team Members – Volunteers involved in an approved group activity.

Unsupervised Access – Any person who has direct interactions with a Youth or Vulnerable Person when not in the company of or in near proximity to another adult. Near proximity refers to being in sight of another adult.

Volunteer – Any adult, involved with an approved activity of Rotary, who has direct interaction, either supervised or unsupervised, with Youth or Vulnerable Persons. Volunteers include, among others: Board Members, Associates, Committee Members, Team Members, Volunteers, their spouses, partners and other family members.

Volunteer Coordinator – Team leader involved in an approved group activity.

Youth Related Work - Any person who is in an appointed role or whose usual duties involve working with Youth.

Note – casual contact with a Youth does not constitute being in Youth Related Work.

Youth – means any individual who is under 18 years of age –

- ‘child’ as being below 12 years of age;
- ‘young person’ as being 12 years of age or older, but not yet 18 years of age.

Vulnerable Person –includes someone with

- an intellectual disability;
- a developmental disorder;
- a neurological disorder;
- dementia;
- severe mental illness;
- a brain injury;
- an age related condition;
- any other weakness or susceptibility;

and for the purposes of this policy may also refer to any victim of sexual exploitation.

Zone 8 – Rotary International Districts 9910, 9920, 9930, 9940, 9970 and 9980

1.5 INTERPRETATION

An example of Appointed Role - Every adult in an approved Rotary activity is in an appointed Role.

Any adult in a role of teaching or other role with required direct control and supervision of Youth or Vulnerable Person(s) in the course of undertaking the Rotary activity is in an appointed role.

An example of Youth related work - A Rotary Team member who is responsible for the members of the team which includes Youth under the age of 18.

An example of casual contact - A Rotarian who when undertaking a Rotary activity is in close proximity to Youth, for instance in a school environment but has no direct supervisory or interaction requirement with Youth. For example a volunteer painting a wall in a school.

1.6 STATEMENT OF PRINCIPLES

Rotary personnel will observe the following principles:

1.5.1 Respect for the dignity of others and yourself;

1.5.2 Demonstration of a high degree of personal responsibility, recognising at all times that words and actions are an example to all members of our community;

1.5.3 Act at all times in a manner consistent with the Rotary Principles and Ideals, thereby setting a personal and appropriate example to follow;

1.5.4 Act with consideration, good judgment and high moral ideals in all interpersonal relationships, both inside and outside Rotary and Rotary activities;

1.5.5 Respect the absolute right of each individual to personal privacy at all times;

1.5.6 Avoid unaccompanied and unobserved activities with Youth and Vulnerable Persons wherever possible;

1.5.7 Avoid potentially compromising situations by ensuring, where reasonably possible, that at least two adults are in attendance whilst supervising and/or accompanying Youth and Vulnerable Persons.

It is recognized that, in certain circumstances, it may be necessary for anyone, whilst acting responsibly and exercising “duty of care”, to be alone with a Youth or Vulnerable Person.

1.5.8 Acknowledge that bullying, physical or verbal abuse, neglect or any other type of abuse, represents unacceptable conduct by a member of any Rotary activity;

1.5.9 Insist that all Rotary personnel adhere to these principles;

1.5.10 Acknowledge the need for all to abide by this Policy for the Prevention of Sexual Exploitation, Abuse, and Harassment.

Failure to comply with this policy may result in suspension or dismissal.

SECTION 2 – WHAT IS SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT (SEAH)?

2.1 ROTARY INTERNATIONAL STATEMENT OF CONDUCT FOR WORKING WITH YOUTH

Rotary International strives to create and maintain a safe environment for all Youth who participate in Rotary activities. To the best of their ability, Rotarians, Rotarians’ spouse, and partners, and other volunteers must safeguard the children and young people they come into contact with and protect them from physical, sexual, and emotional abuse.

Adopted by the RI Board of Directors, November 2006

2.2 VULNERABLE ADULTS

Power imbalances may create or heighten the risk of SEAH for any person, including both children and adults in beneficiary communities, Rotary’s own staff, volunteers, or contractors, and those working in partner agencies. The nature of Rotary’s work can heighten a power imbalance, as a vulnerable person’s access to resources may be contingent on maintaining a good rapport with Rotary, and its staff.

2.3 WHAT IS ABUSE AND HARASSMENT?

To increase awareness, all Rotarians should fully understand what constitutes sexual exploitation, abuse and harassment. These terms refer to any form of harmful treatment described below whether it is sexual, emotional or physical.

2.3.1 Emotional or verbal abuse

Emotional harassment is any action or comment which unreasonably disturbs a Youth or Vulnerable Person. This includes but is not limited to repeated comments about a person’s social background, home country, language, culture, personal appearance or other characteristics which are offensive, embarrassing or humiliating to the person to whom they were directed.

2.3.2 Physical abuse

Physical abuse is any physical harm inflicted on a Youth or Vulnerable Person and includes but is not limited to:

- Providing insufficient nourishment
- Depriving a person of an accepted amount of sleep
- Requiring a person to do an unacceptable amount of work

- Inflicting physical pain on a person.

2.3.3 Neglect

Failure to provide (for no apparent financial reason) adequate food, clothing, shelter, or medical care necessary for a person's well-being.

2.3.4 Sexual Abuse

Engaging in implicit or explicit sexual acts with a Youth or Vulnerable Person, forcing or encouraging a Youth or Vulnerable Person to engage in implicit or explicit sexual acts alone or with another person of any age, of the same or opposite sex. This includes non-touching offences, such as indecent exposure or showing sexual or pornographic material.

2.3.5 Sexual Harassment

Sexual advances, requests for sexual favours, 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 desensitise or groom their victims.

Some examples of sexual harassment include:

- Sexual epithets, jokes, written or spoken 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
- Display of sexually suggestive objects, pictures, or drawings
- Sexual leering or whistling, any inappropriate physical contact such as brushing against or touching, obscene language or gestures, and suggestive or insulting comments.

2.3.6 Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. It includes profiting monetarily, socially, or politically from sexual exploitation of another. (**Source:** the UN Secretary General's Bulletin on protection from sexual exploitation and abuse.)

2.4 MISCONCEPTIONS

The following misconceptions present obstacles to creating an effective abuse and harassment prevention program:

- **Sexual abuse is about sexuality.**

In fact, most sexual abuse and harassment is about power and control.

- **Only females are at risk.**

Although the majority of victims are female, males are also at risk. Some studies have shown that as many as one in six boys, under age 16, have experienced unwanted direct sexual contact with an older person.

- **Only men are abusers.**
- **Females are only at risk from men, and males are only at risk from women.**
- **Sexual abuse is always overt.**
- **Most abusers are unknown to their victims.**

Most abusers are known and trusted by their victims.

2.5 SIGNS OF ABUSE AND HARASSMENT

Rotarian and non-Rotarian Volunteers in a Rotary activity should be aware of the following physical and behavioural changes that may be warning signs of abuse:

- Any physical signs of abuse, such as a repeated pattern of injury or an accident for which the explanation doesn't fit the injury
- Changes of behaviour, extreme mood swings, withdrawal, fearfulness, or excessive crying
- Fear of certain places, people, or activities; reluctance to be left alone with a particular person
- High levels of anxiety
- Distorted body image, including or resulting in eating disorders, self-mutilation, or other related behaviours
- Diminished self-esteem
- Overly aggressive behaviour
- Unwillingness to participate in extracurricular activities; difficulties at school
- Repression
- Poor peer relationships
- Isolation
- Nightmares or night terrors
- Graphic or age-inappropriate knowledge of sex or sexual behaviour
- Suicide attempts or gestures
- Obsessive behaviours
- Self-medicating through drug or alcohol abuse
- Problems with authority or rules.

These behaviours should be seen as indicators that abuse or harassment may have taken place.

Active involvement with Youth or Vulnerable Persons in your care will enable you to observe changes in behaviour, which can be a more accurate indicator of abuse than those on the list above, many of which could also be considered "typical teen behaviour." A normally outgoing and confident Youth or Vulnerable Person, who becomes withdrawn and quiet may have been abused.

SECTION 3 – GUIDELINES AND REQUIREMENTS FOR WORKING WITH YOUTH AND VULNERABLE PERSONS

3.1 VOLUNTEER SELECTION AND SCREENING

A key element in any Youth and Vulnerable Person protection policy is the selection and screening of adult volunteers. As Rotary Zone 8 Districts and Zone 8 Rotary Clubs strive to select volunteers who demonstrate an interest in the programs and an aptitude for working with Youth and Vulnerable Persons, they need a process for screening candidates to ensure that they pose no danger to the Youth and Vulnerable Persons.

3.1.1 In Youth and Vulnerable Persons Related Work within New Zealand

Every member of a Rotary activity seeking Rotary approval who is deemed by the sponsoring Rotary Club to be in Youth and Vulnerable Persons Related Work must complete

documentation as determined by Rotary's "Abuse and Harassment of Youth and Vulnerable Persons Prevention Policy".

3.1.2 In Youth and Vulnerable Persons Related Work while Overseas Only

If the Rotarian or non-Rotarian Volunteer is in Youth and Vulnerable Persons related work while overseas, they must complete documentation as determined by Rotary's, "Abuse and Harassment of Youth and Vulnerable Persons Prevention Policy". They will also be required to comply with any Child Protection laws applicable to the countries that they will be travelling in and working in. Some Regions will have multiple policies as they cross state and international boundaries.

3.1.3 In Recruitment for roles with Rotary

Recruitment involves the hiring of staff, volunteers, consultants and suppliers (where relevant) in New Zealand and overseas to work for **Rotary** and partners. **Rotary** seeks to minimise child abuse risk through every step of the hiring process by including well-advertised child protection commitments and thorough background vetting systems of potential hires. Vetting systems shall include:

- Confirmation of the identity of the person
- Criminal history checks (police checks for those in regular contact with children)
- Reference checks (including, where possible, from a recent employer of the person)
- A risk assessment regarding the potential of SEAH in the roles that the person will occupy

3.1.4 In ongoing engagement in roles with Rotary

Periodic safety checks of staff, volunteers, consultants and suppliers (where relevant), will be made on a three yearly basis.

3.1.5 Volunteer Rejection

It is noted that Rotary International policy prohibits any volunteer who has admitted to, been convicted of, or otherwise been found to have engaged in sexual abuse or harassment from working with Youth or Vulnerable Persons in a Rotary context.

If an individual is accused of abuse or harassment and the investigation into the claim is inconclusive, additional safeguards must be put in place to ensure the protection of any Youth or Vulnerable Person with whom the individual may have future contact as well as for the protection of the accused.

A person later cleared of charges within New Zealand may apply to be reinstated to participate in programs involving Youth or Vulnerable Persons. Reinstatement is not a right, and no guarantee is made that he or she will be reinstated to his or her former position.

3.2 RECOMMENDATIONS ON RUNNING A ROTARY ACTIVITY

Risks exist to Rotarian and non-Rotarian Volunteers who participate in any **Rotary** activity involving Youth or Vulnerable Persons. It is **required** that all **Rotary** programs be designed and organised to minimise unsupervised contact with Youth or Vulnerable Persons.

3.3 PRIVACY AND CONFIDENTIALITY

It is required that all information about a person's criminal history must be strictly confidential, stored securely (e.g. lockable filing cabinet or similar) and used only for the

purpose of a Working with Children, Youth or Vulnerable Persons Check. RI requires each Rotary Club or **Rotary** Volunteer Coordinator to ensure that all records are maintained and retained and to establish procedures for confidentiality and limited access.

For **Rotary** Programs, all Records and Documentation shall be retained by **Rotary**, preferably in an electronic format, in a secure place, and must be kept for a minimum of 7 years after the completion of the activity.

3.4 **ROTARY POLICIES FOR THE PREVENTION OF ABUSE & HARASSMENT**

This policy document must be considered along with relevant New Zealand legislation with regard to Abuse and Harassment of Youth and Vulnerable Persons

Refer also Addendum 1 (ref. only)

CLUB AND DISTRICT RESPONSIBILITIES

Adopted by the RI Board of Directors, November 2006

SECTION 4 – MAKING A COMPLAINT

Anyone (including RNZWCS Limited’s partners and people it works with) can raise a concern or make a complaint to RNZWCS Limited about something experienced or witnessed without fear of retribution.

The whistleblowing policy affirms and clarifies RNZWCS Limited’s commitment to help and protect their consultants and/or volunteers to safely report serious misconduct or wrongdoing, without having to worry that punitive action will be taken against them.

For general concerns and complaints, email info@rnzwcs.org

For more significant issues of serious wrongdoing / misconduct (e.g. sexual harassment, exploitation, abuse, fraud, corruption, or discrimination of any kind),

Telephone (+64 272695615) for a confidential conversation with the Executive Director

SECTION 5 - INCIDENT HANDLING

5.1 **SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT**

Rotary is committed to protecting the safety and well-being of all people and will not tolerate their abuse or harassment. All allegations of abuse or harassment will be taken seriously and must be handled within the guidelines outlined in clause 4.2. The safety and well-being of Youth and Vulnerable Persons must always be the first priority.

5.2 **ALLEGATION REPORTING GUIDELINES**

Any adult to whom a **Rotary** program participant (child or adult) reports an allegation of sexual exploitation, abuse or harassment must follow these reporting guidelines.

5.2.1 **Receive the report**

- Listen attentively and stay calm. Acknowledge that it takes a lot of courage to report abuse or harassment. 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/harassment in order to make it stop and ensure that it doesn't happen to others.
- Get the facts, but don't interrogate. Ask questions that establish facts: who, what, when, where, and how. Reassure the person that he or she did the right thing in telling you. Avoid asking "why" questions, which may be interpreted as questioning the person's motives. Remember that your responsibility is to present the story to the proper authorities.
- Be nonjudgmental and reassure. Avoid criticising anything that has happened or anyone who may be involved. It's especially important not to blame or criticise the person. Emphasise that the situation was not his or her fault and that it was brave and mature to come to you.
- Document the allegation. Make a written record of the conversation, including the date and time, as soon after the report as you can. Try to use the person's words and record only what he or she told you.
- Request that the person read and sign the written record of the conversation.

5.2.2 ***Protect the Person***

Ensure the safety and well-being of the **Rotary** program participant by removing him or her from the situation as soon as possible and preventing all contact with the alleged abuser or harasser. Reassure the person that this is being done for his or her safety and is not a punishment.

5.2.3 ***Avoid gossip and blame***

Don't tell anyone about the report other than those required by the guidelines. Be careful to protect the rights of both the alleged victim and the accused during the investigation.

5.2.4 ***Do not challenge the alleged offender***

Don't contact the alleged offender. In cases of abuse, interrogation must be left entirely to law enforcement authorities. In cases of non-criminal harassment, the District Governor of the sponsoring Club is responsible for follow-through and will contact the alleged offender after the alleged victim has been moved to a safe environment. The District Governor may designate this task to a District Youth Protection Officer (if appropriate) or another District Officer of his or her choice.

5.3 **REPORTING GUIDELINES**

*Immediately report all cases of abuse or harassment to the District Governor of the team's sponsoring Club, Rotary Volunteer Coordinator or the **RNZWCS Limited** District Director.*

5.3.1 Any person who suspects a case of abuse or harassment shall:

Whenever possible, immediately contact the **Rotary** Volunteer Coordinator, who shall:

1. Urgently, contact the District Governor or the **RNZWCS Limited** District Director of the Team's Sponsoring Club to take action in accordance with the Policy adopted by that District and to advise the Volunteer Coordinator of the progress of the action taken;
2. At an appropriate time and dependent on the outcome of the investigation, advise the **RNZWCS Limited** Administration Officer and District Director.

5.3.2 When that is not possible, contact the District Governor or the **RNZWCS Limited** District Director of the Team's Sponsor Club who shall:

1. Take the appropriate action in accordance with the Policy adopted by the District and
2. Advise the **Rotary** Volunteer Coordinator of the allegation, investigation and action.

5.3.3 District and **Rotary** officers will cooperate with police or legal investigators.

5.3.4 If the alleged abuser is a consultant to RNZWCS Limited, or from a partner organisation, any person who suspects a case of abuse or harassment shall immediately report their concerns to the RNZWCS Limited Director.

5.3.5 If the alleged abuser is a RNZWCS Limited board member, any person who suspects a case of abuse or harassment shall immediately report their concerns to the RNZWCS Limited Director, and the Board chair.

5.4 FOLLOW-THROUGH PROCEDURES

It is suggested that the following steps be included as part of the response to any suspicion of sexual exploitation, abuse or harassment that has been reported to the District Governor or the **RNZWCS Limited** District Director:

- 5.4.1 Confirm that the **Rotary** activity participant has been removed from contact with the alleged abuser or harasser
- 5.4.2 Report to police in-country unless this will pose a risk to alleged survivors (to be managed on a case-by-case basis)
- 5.4.3 If law enforcement agencies will not investigate, the District Governor or the **RNZWCS Limited** District Director:
 - 5.4.4 should coordinate an independent review of the allegations.
 - 5.4.5 Ensure that the abused or harassed Youth or Vulnerable Person receives immediate support services.
 - 5.4.6 Offer the abused or harassed Youth or Vulnerable Person an independent, non-Rotarian counsellor to represent his or her interests. Ask social services or law enforcement to recommend someone who is not a Rotarian or in any way involved with the **Rotary** program.
 - 5.4.7 For a Youth, contact the parents or legal guardian. If a Youth is away from home, the Youth, and his or her parents should decide whether to stay in country or return home. If the Youth stays in country, written authorisation from the Youth's parents or legal guardian is required. If the Youth and his or her parents choose for him or her to return home, consult with police before making travel arrangements. If an investigation is pending, the police may not approve of the Youth leaving the country.
- 5.4.8 Remove the alleged abuser or harasser from all contact with any Youth or Vulnerable Person while investigations are conducted.
- 5.4.9 Cooperate with the police or legal investigation.

5.4.10 Inform the District Governor of the allegation. The District Governor or the **RNZWCS Limited** District Director must inform Rotary International of the allegation within 72 hours and provide follow-up reports of steps taken and the status of investigations.

5.4.11 After the authorities have completed their investigation, the District must follow through to make sure the situation is being addressed. Specifically, the District will conduct an independent and thorough review of any allegations of sexual exploitation, abuse, or harassment.

5.5 POST ALLEGATION REPORT CONSIDERATIONS

5.5.1 Responding to the needs of the Youth or Vulnerable Person

RNZWCS Limited or the Rotary District will adopt a cohesive and managed team approach to supporting the Youth or Vulnerable Person after an allegation report. The activity participant is likely to feel embarrassed or confused and may become withdrawn.

After a report of harassment or abuse, the alleged victim may have mixed feelings about remaining on their team. If they do choose to stay, they may or may not want to continue their relationship with the activity. It may be best for all if they return home immediately with an adult escort or to terminate the team.

Although other team members may have trouble understanding how the abused or harassed person is feeling, he or she would find it helpful to know that the team continues to be reassuring and supportive.

Team members may feel ambivalent about their roles and unclear about their boundaries. However, they need to do whatever is necessary to reassure the abused or harassed person of their support at all times.

5.5.2 Addressing issues within the team

When addressing an allegation of abuse or harassment, the most important concern is the safety of the alleged victim.

Team members should not speculate or offer personal opinions that could potentially hinder any investigations. Team members or other Rotarians must not unless requested become involved in investigations.

Making comments about alleged victims in support of alleged abusers violates both the Statement of Conduct for Working with Youth and Rotary ideals – remember the 4-way Test.

Comments made against an alleged abuser could lead to defamation claim filed against team members, Rotarians or clubs by the alleged abuser.

SECTION 6 – PREVENTION

Rotary is committed to preventing SEAH in its activities. This involves:

- training – Volunteers and contractors are provided with this policy to read, and encouraged to attend face-to-face or online training in PSEAH. Those travelling overseas are required to complete training before departure;
- communications and information to prevent risk of harm and abuse – Partner agency's adherence to Funding Agreement, Schedule One, Section 14; Volunteers and

contractors adherence to Code of Conduct – specific advice given of potential risks at time of engagement;

- regular revision of consultant and/or volunteer screening processes – including updated criminal record checks (See Section 3 of this policy);
- risk assessment – Activity risk assessments shall include PSEAH;
- evaluation of capability – Partner agencies shall be appraised for their commitment to preventing SEAH in their programmes, and their application of their own PSEAH provisions. Monitoring visits provide an opportunity to confirm that PSEAH provisions continue to be followed.

SECTION 7 - DOCUMENTATION

Contact details for all RNZWCS Limited's Directors are on the website – www.rnzwcs.org

Copies of this *POLICY FOR THE PREVENTION OF SEXUAL EXPLOITATION, ABUSE, AND HARASSMENT* and all **RNZWCS Limited's** policies will be made available on the website.

SECTION 8 – REFERENCES

8.1 History and Background

The New Zealand Government is committed to the support and protection of Youth and Vulnerable Persons.

New Zealand is a signatory to the United Nations Convention on the Rights of the Child (1989) and many of the principles within the Convention are embedded within child protection legislation.

8.2 References used in the production of this policy include:

The following documents listed below have provided the background material for this manual which is intended to provide a framework for participants in an activity of **Rotary**.

These documents should be read in conjunction with this manual:

Rotary International Abuse and Harassment Prevention Training Manual and Leaders Guide

http://www.Rotary.org/RIdocuments/en_pdf/775en.pdf

Rotary International Code of Policies - 2.110. Youth Protection

http://www.Rotary.org/RIdocuments/en_pdf/code_ri_current.pdf

The Children's Act 2014 (New Zealand)

<http://www.legislation.govt.nz/act/public/2014/0040/latest/whole.html>

Addendum 1

CLUB AND DISTRICT RESPONSIBILITIES

Rotary International strives to create and maintain a safe environment for all Youth who participate in Rotary activities. To the best of their ability, Rotarians, Rotarians' spouse, and

partners, and other volunteers must safeguard the children and young people they come into contact with and protect them from physical, sexual, and emotional abuse.

Adopted by the RI Board of Directors, November 2006

Sexual Exploitation, Abuse, and Harassment Prevention

All Rotarians, clubs, districts and regions should follow the statement of conduct for working with Youth and Vulnerable Persons.

Rotary International guidelines for abuse and harassment prevention established by the general secretary apply to conduct and contact with Youth and Vulnerable Persons.

The guidelines include the following requirements:

- (a) Rotary International has a zero-tolerance policy against abuse and harassment.
- (b) An independent and thorough investigation must be made into any claims of sexual abuse or harassment.
- (c) Any adult involved in a Rotary program against whom an allegation of sexual abuse or harassment is made must be removed from all contact with Youth or Vulnerable Persons until the matter is resolved.
- (d) Any allegation of abuse must be immediately reported to the appropriate law enforcement agency, in accordance with RI's zero-tolerance policy.
- (e) 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. (Upon obtaining information that a club has knowingly failed to terminate the membership of such a Rotarian, the RI Board will take steps to have the Rotarian's membership terminated, including action to terminate the club's charter for failure to comply). Rotary Code of Policies 13 May 2012
- (f) If an investigation into a claim of sexual abuse or harassment 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. If there are subsequent claims of sexual abuse or harassment, the adult shall be permanently prohibited from working with Youth in a Rotary context. Regardless of criminal or civil guilt, the continued presence of the adult could be detrimental to the reputation of the organization and could be harmful to Youth. It can also benefit the adult in preventing additional accusations from other Youth. A person who is accused but 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. (November 2006 Mtg., Bd. Dec. 72)

Source: November 2004 Mtg., Bd. Dec. 108; Amended by November 2006 Mtg., Bd. Dec. 72