

**CAMELOT FOR CHILDREN, INC.**  
**VOLUNTEER PHYSICAL ABUSE, SEXUAL ABUSE, SEXUAL MISCONDUCT, AND SEXUAL**  
**MOLESTATION PREVENTION POLICY**

**Camelot for Children, Inc.** ("Camelot for Children") does not permit actual or threatened acts of physical abuse, sexual abuse, sexual misconduct or sexual molestation ("Prohibited Conduct) to occur in or around any facility of Camelot for Children or at any activity sponsored by, or related to, Camelot for Children. In order to make this "zero-tolerance" policy clear to all employees, volunteers, and board members, Camelot for Children has adopted mandatory procedures that all employees, volunteers, board members, individuals, and victims (or family members of victims) must follow when they reasonably suspect, learn of, or witness Prohibited Conduct.

Abuse, misconduct, or molestation means each, every, and all actual, threatened or alleged acts of physical abuse, sexual abuse, sexual misconduct, or sexual molestation performed by one person, or by two or more persons acting together.

### **Reporting Procedure**

All volunteers who learn of, or have a reasonable suspicion of, Prohibited Conduct must immediately report it to the President of the Board of Directors of Camelot for Children, or if the complaint is related in any way to the President, then to any other Board Member. If the victim is an adult, the abuse, misconduct, or neglect will be reported by the designee to the local or state police and/or to Adult Protective Services (APS) Agency. If a child is the victim of abuse, misconduct, or neglect, the designee will report the matter to the local or state police and/or to Child Abuse Agency. Appropriate family members of the victim will be notified immediately of suspected child abuse, misconduct, or neglect.

### **Investigation & Follow Up**

Camelot for Children takes all allegations of Prohibited Conduct seriously. Once reported, Camelot for Children will promptly, thoroughly, and impartially investigate the allegations to determine whether there is a reasonable basis to believe that the Prohibited Conduct has occurred and whether the target of the investigation committed the Prohibited Conduct. The investigation may be undertaken by an internal team comprised of designated Board Members, or Camelot for Children may hire an independent third party. Camelot for Children will fully cooperate with any investigation conducted by law enforcement or regulatory agencies and Camelot for Children may refer the complaint and the result of our investigation to those agencies. During the investigation, Camelot for Children reserves the right to restrict the target(s) of the investigation from participating in any Camelot for Children activities or being present on any Camelot for Children facilities. To the fullest extent possible, but consistent with our legal obligation to report suspected and/or Prohibited Conduct to appropriate authorities, Camelot for Children will endeavor to keep the identity(ies) of the target(s) and the alleged victim(s) confidential.

If the investigation substantiates the allegations, our policy provides for disciplinary penalties, including but not limited to termination of the target's relationship as a volunteer with Camelot for Children.

**Retaliation Prohibited.** Camelot for Children prohibits retaliation against anyone, including an employee, volunteer, board member, Camelot child or family member, or any other individual, who in good faith reports Prohibited Conduct. Retaliation against a participant in the investigation is also prohibited.

Camelot for Children shall terminate a volunteer's relationship with Camelot for Children if that volunteer intentionally provides false information as part of any investigation, or retaliates against someone who has made a good faith allegation of Prohibited Conduct.

**ACKNOWLEDGMENT OF RECEIPT OF VOLUNTEER PHYSICAL ABUSE, SEXUAL ABUSE, SEXUAL MISCONDUCT AND SEXUAL MOLESTATION POLICY**

I, \_\_\_\_\_, acknowledge that I have received and read the physical or mental abuse, sexual abuse, sexual misconduct and sexual molestation policy immediately preceding my signature below. I understand, and further agree to be bound by, this policy. I understand the possible consequences should I fail to follow the policy.

**Dated:** \_\_\_\_\_

\_\_\_\_\_

**Print Name of Volunteer**

\_\_\_\_\_

**Print Name of Parent or Guardian if Volunteer is under Age 18**

\_\_\_\_\_

**Signature**

\_\_\_\_\_

**Signature of Parent**