



Youth Protection Policy

SASI has adopted a number of policies aimed at eliminating opportunities for abuse within the Organization's numerous programs. The main purpose of this youth protection policy is to protect children from harm while in SASI programs and services, whether from adults or other participants.

In consideration of the following policy, employees, staff, contractors, or volunteers working with any program or service of SASI will be referred to as ("Adults" and/or "Personnel") and any student, member, or participant will be referred to as ("Participants"). When discussing any combined Adult/Personnel and/or Participant will be referred to as ("Individual" or "Person").

Sexual misconduct, including sexual harassment, non-consensual sexual acts and/or contact, sexual exploitation and stalking is strictly prohibited.

Many people have experienced "teasing" as a part of their life experiences. The question is, when does teasing cross the line and become harassment? This is important because, unlike teasing, harassment can have significant negative effects on the individuals who are subject to it – humiliating and degrading them or causing them to feel threatened.

Sexual Harassment

- Sexual harassment by definition is unwelcome sexual conduct that either creates a hostile environment or is presented as a demand in exchange for gaining something (in the workplace or institution). Such behavior is illegal. Sexual harassment encompasses a broad spectrum of behaviors that are generally defined to include the following:
 - Visual: Ogling or staring; or inappropriate posters, pictures, magazines, or fliers.
 - Verbal: Repeated requests for dates, questions about personal life, lewd comments/jokes, or whistling.
 - Written: Love letters, obscene letters, or lewd bumper stickers or cards.
 - Touching: Violating space, patting/grabbing. pinching, caressing, or kissing.
 - Power: Relationships; using position to request dates, sex, etc.
 - Threats: Quid pro quo demands (I'll give you preferential treatment if ...)
 - Force: Physical assault or rape.

Sexual Assault

- Sexual Assault includes physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent because of his or her temporary or permanent mental or physical incapacity, because they are below the minimum age of consent, or because they are incapacitated due to the use of drugs and/or alcohol.

Sexual Exploitation

- Sexual Exploitation includes taking sexual advantage of another person for the benefit of oneself or a third party without consent. This includes, but is not limited to, sexual voyeurism, indecent or lewd exposure, recording any person engaged in sexual, private, or intimate activity in a private space without that person's consent, distributing personal sexual information, images, or recordings or inducing incapacitation in another person with the intent to engage in sexual conduct.

Stalking

- Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress. Stalking includes conduct that occurs via electronic communications, including social media (i.e., cyberstalking).

BARRIERS TO ABUSE

SASI takes great pride in the high quality of its employees, staff, contractors, and volunteers. Being personnel of SASI is a privilege, not a right. The quality of the programs and the safety of the participants call for exemplary adult leaders. Thus, SASI works to recruit the best possible leaders.

Applications for initial and continuing employment or contract work are strictly scrutinized, including all necessary and appropriate background checks before an applicant is allowed to work. While no current screening techniques exist that can identify every potential child molester, one can reduce the risk of accepting possible child molesters by learning as much as one can prior to offering placement.

SASI has adopted the following policies in order to provide additional security for all participants. These policies are designed primarily for the protection of the participants; however, they also serve to protect the personnel from false accusation of abuse.

- No One-on-One Contact: One-on-one private meetings between personnel and participants is not allowed.
- Safety Rule of Four: No fewer than four individuals, two adults and two participants, may participate in an event organized by SASI. Only in the event of emergency may a group of four separate into two independent groups. In such instances the two independent groups must each consist of one adult and one participant
- Social Gatherings: Any staff participating in a social gathering that includes current participants must recognize that such a function will be considered an official gathering of SASI, requiring notification to and permission from management. All SASI rules and policies will therefore be in effect at such a gathering, and staff behavior must conform to all work standards and expectations.
- Proper Preparation to Minimize Risk: All activities involve inherent risk. All activities should be reviewed. No activity that involves increased risk should be undertaken without proper preparation, equipment, clothing, supervision, and safety measures.
- No Secret Organizations/Social Groups: SASI does not recognize any secret organizations or social groups as part of the organization. All activities of SASI are open to observations by parents, personnel, and volunteers.
- Appropriate Attire: Proper clothing for activities is required. For example, skinny-dipping is not appropriate as part of SASI.
- Discipline: Any and all discipline concerns should be handled by the sponsorship director and not by any SASI staff.
- Hazing Prohibited: Any and all kinds of hazing and/or initiations are prohibited and may not be included as part of any SASI procedure.
- Training and Supervision of New Personnel: Senior adults must monitor and guide the leadership/instruction techniques used by junior adults to ensure that all policies are followed.

HOW CAN PARENTS HELP PROTECT THEIR CHILDREN?

Parents participate in the protection of their children in a variety of ways. The most important is to maintain open lines of communication so that children are encouraged to bring any troubles to their parents for advice and counsel. In addition, parents need to be encouraged to participate in SASI activities and events. All parents have access to important information concerning SASI various programs and should be reviewed before participation. This information will help parents detect any deviations from SASI's approved programs. If any deviations are noted, parents should be encouraged to call these to the direct attention of the SASI CEO and/or sponsoring director.

While we hope that all those who come in contact with SASI feel unhindered and unthreatened in raising concerns, complaints, and issues, we recognize that it is essential to also provide for confidential and anonymous submission of such concerns, complaints, and issues, to ensure SASI has the full opportunity to investigate and address any potential violations of policy, law, or ordinance in the conduct of our activities. SASI "Safe Place" policy can be accessed on our web page.

Anyone may report any concerns or issues via a form on our web page form and it will be sent to the CEO and Ethics Committee. You can also email any concerns or issues directly to ethics@studentsleading.org.

WHY DO MOST CHILD VICTIMS OF SEXUAL ABUSE KEEP THE ABUSE SECRET?

A victim of child abuse is under a great deal of pressure to keep the abuse secret. In many cases of child molestation, the molester has threatened to harm the child or a member of the child's family. The molester might have told the child that he would not be believed even if the child did tell. Another common situation is that the molester will tell the child that if the child tells about the abuse, he/she will get into trouble. The clear message is given to the child that if other persons find out, something bad will happen to the child.

The pressure to maintain silence can often be successfully overcome by establishing open communication between children and adults, students, and faculty, through proper discussion sessions.

WHAT SHOULD AN ADULT DO IF A PARTICIPANT OR CHILD TELLS THEM THAT THERE HAS BEEN SEXUAL ABUSE?

How an adult responds to a child when he/she tries to disclose abuse can influence the outcome of the child's victimization. By maintaining an apparent calm, the adult can help reassure the child that everything is going to be okay. By not criticizing the child, one counteracts any statements the molester may have made about getting the child into trouble. The adult should reassure the child that he/she is concerned and that the adult will arrange help.

Allegations by a SASI participant concerning abuse in any SASI program or activity must be reported to the CEO and/or sponsorship director. Since this might be a mandatory reporting requirement, a participant should be told that the information about the abuse will be forwarded to the proper authorities and not anyone else.

It is important that all adults of SASI understand that any report of abuse must only be given to either the CEO and/or sponsoring director. SASI will report the abuse to authorities if necessary. If a report is relayed to anyone else, and the allegations cannot be substantiated, the reporting adult could be sued for defamation of character.

WHAT ARE YOUR REPORTING RESPONSIBILITIES?

In general, Texas state law states that any adult administrator, employee, teacher, teacher's aide, volunteer, or others; for either a public or a private organization; whose duties include either direct contact with, or supervision over children; has a mandatory duty to report child abuse. People are often concerned about being sued for reporting child abuse. Please note that a person is not required to know for certain that a child has been abused. All that the law requires is

that a person have 1) reasonable suspicion, and 2) that the report is being made in "good faith". When these requirements are met, all states provide immunity from liability for child abuse reporters.

PARTICIPANT BEHAVIOR GUIDELINES

Vision Statement: SASI – The Leadership People, believe that one person can make a difference but that one small group of determined people can change the course of history.

SASI has the expectation that all participants within programs and services relate to each other in a way that supports this vision.

One of the developmental tasks of childhood is to learn appropriate behavior. Children are not born with an innate sense of propriety and thus need guidance and direction. The examples set by SASI is a powerful tool for shaping behavior and a tool that is stressed by SASI.

Misbehavior by a single participant may disrupt the education process. Further, misbehavior during activities may actually constitute a threat to the safety of the individual who misbehaves as well as to the safety of the other participants. Therefore, as misbehavior places an unacceptable burden on all adults and participants of SASI it cannot be ignored.

Please see the "Code of Conduct", as it pertains to you, for a more complete discussion of this subject.

PARTICIPANT RESPONSIBILITIES

Participants in SASI are expected to conduct themselves in accordance with the normal principals of socially responsible behavior and SASI Code of Conduct. Physical violence, sexual harassment, non-consensual sexual acts and/or contact, sexual exploitation, stalking hazing, bullying, theft, verbal abuse, drugs, and alcohol have no place in SASI. Anyone found guilty of engaging in unacceptable behavior may be expelled from the organization.

Further, personnel, employees, volunteers, and staff are required to advise SASI students that should they be confronted by threats of violence or other forms of bullying from anyone they should seek help from any adult.

ADULT RESPONSIBILITIES

All adults are responsible for monitoring the behavior of participants under their responsibility, and/or supervision and are required to intercede when necessary. Parents of students who misbehave should be informed by the Director and asked for assistance in dealing with their child's behavioral problems.

The CEO and/or the Ethics Committee will review repetitive and/or serious incidents of misbehavior.

COMMUNICATION PROTOCOLS

Communications between adults and participants should always be of a professional, not personal nature. If a person's thoughts are not specifically focused on SASI activities and requirements, or they can't or shouldn't be said in front of another adult or participant's parent, it should definitely not be said to a participant. There is no tolerance for adults crossing the line into a participant's personal mental or physical space. There is no tolerance for an adult using suggestive language, sexual innuendo or invitation, abusive language or intimidation, or unseemly behavior or language. And in this age of cyber communications, it is deemed inappropriate and unacceptable to transmit messages or images that contain overtly or subtly personal or sexual content to SASI participants.

Particular care must also be taken to protect private information about any participant. This would include health issues, family issues, behavioral issues, addresses, phone numbers, social security numbers, etc. Directors and managers will be provided only with data required for managing their assigned participants. There should be no sharing of such private information between adults. Even group emails should be sent utilizing "bcc," (blind copies), to prevent others from seeing the email addresses of other participants.

In the event that a participant makes inappropriate overtures of any kind toward an adult of SASI, it is recommended that he or she seeks managerial participation in conducting a private, three-person meeting with that participant in which more appropriate behavioral standards and expectations are defined and mandated. This should be dealt with quickly and directly, but not in a one-on-one meeting. Both adults should write up a synopsis of this incident and provide copies to the CEO. If the situation is not resolved as a result of this process, then the CEO and Sponsoring Director will determine the level of consequence required to protect the adult and organization from any escalation, up to and including expelling the participant from further participation in any SASI activities.

SASI has the following form of official communication between participants and adults:

- SASI provided emails (@studentsleading.org).

Social Media

- No staff should initiate an opportunity to have participants their personal social media and networking sites (including but not limited to Facebook, LinkedIn, YouTube, Reddit, Tumblr, Snapchat, Instagram, Blogs, etc.), or other "buddy-oriented" web addresses. Staff can authorize and accept student-initiated connections to their own personal sites but should not initiate invitations to connect into the participants' personal sites. SASI adult person is always deemed to be but not limited to an instructor, teacher, etc... not a buddy of the participants.

Zero Engagement

- All SASI adults should have zero engagement on all social media and networking sites. Adults are never, including but not limited to like, retweet, heart, share, etc. on any members personal sites. No adult should post on any participants social accounts. No adult should mention or publicize a participant through their personal social platforms. Zero Engagement is the policy.

PROHIBITION OF CONSENSUAL RELATIONSHIPS & SEXUAL ACTIVITY

Consensual romantic or sexual relationships and sexual activity of any nature between the staff of SASI (including faculty as well as staff volunteers) and the students or participants, regardless of their ages is strictly prohibited. This prohibition extends through the full tenure of a participants' involvement in SASI activities.

ACKNOWLEDGEMENT

I acknowledge receipt of the SASI Youth Protection Policy. I have read and understand this policy. I will bring any questions, if any, to the attention of the CEO.

Date: _____

Print Name: _____

Signature: _____