



Sexual Abuse & Molestation Prevention Policy for the Women's South Carolina Golf Association & Women's South Carolina Junior Golf Foundation

POLICY STATEMENT

WSCGA and WSCGA JGF has a zero-tolerance policy for any sexual and molestation abuse committed by a member, player, coach, employee, official, volunteer, board member or third party. Following any report of potential sexual or molestation abuse, WSCGA and WSCGA JGF will initiate an appropriate investigation. Upon completion of the investigation, disciplinary action and penalties, including but not limited to termination of employment, contract, or volunteer agreement/status and criminal prosecution may ensue, if warranted.

DEFINITION

Sexual abuse is defined, as "Includes any sexual activity with a child where consent is not or cannot be given. This includes sexual contact that is accomplished by force or threat of force, regardless of the age of the participants, and all sexual contact between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity. The sexually abusive acts may include sexual penetration, sexual touching or molestation, sexual injury or non-contact sexual acts such as exposure or voyeurism, and sexual exploitation." Sexual abuse or molestation is not only limited to children (under the age of 18 years) but also any adult subject to unwanted approaches of any kind.

Reporting Procedures

If there is a concern, a WSCGA or WSCGA JGF Executive Board member will:

- 1) Be the first point of contact for any concerns or allegations, from children or adults, ensuring that confidentiality is maintained in all cases; and 2)
- Recommend to the Board the appropriate action to be taken, in line with the organization's procedures and advise organization's Executive Board.

Where appropriate or required by law, WSCGA and WSCGA JGF will report any incidents of potential sexual or molestation abuse to the appropriate authorities.

WSCGA and WSCGA JGF will report alleged sexual and molestation abuse incidents to WSCGA and WSCGA JGF's insurance agent, when deemed appropriate.

Investigation and Follow-up

WSCGA and WSCGA JGF will take all allegations of sexual or molestation abuse or misconduct seriously and will promptly, thoroughly and equitably investigate whether alleged misconduct has taken place. The organization may utilize an outside third-party to conduct an investigation . WSCGA and WSCGA JGF will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. WSCGA and WSCGA JGF will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation. The safety of members, children, or other third parties will trump such confidentiality.

Anti-retaliation and False Allegations

WSCGA and WSCGA JGF prohibits retaliation made against any employee, volunteer, board member or other person who lodges a good faith complaint of sexual or molestation abuse or misconduct or who participates in any related investigation. Making knowingly false or malicious accusations of sexual or molestation abuse or misconduct can have serious consequences for those who are wrongly accused. WSCGA and WSCGA JGF prohibits making false or malicious sexual allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination of employment or membership and possible criminal prosecution if appropriate.

Employee and Worker Screening and Selection

As part of its sexual and molestation abuse and misconduct prevention program, WSCGA and WSCGA JGF is committed to maintaining a screening program for prospective and existing employees, volunteers and others that may have interaction with those employed by, associating with or serviced by WSCGA and WSCGA JGF. The organization may utilize a variety of methods of screening and selection, including but not limited to applications, personal interviews, criminal background checks and personal and professional references.

Supervision of Youth

To provide a safe environment for minors, WSCGA and WSCGA JGF strives that a minimum of two adult workers supervise or be in attendance with minors during organization-related activities. The purpose is to avoid one-on-one interactions between adults and minors that are not easily observable by others.



ACKNOWLEDGING RECEIPT AND UNDERSTANDING OF SEXUAL ABUSE POLICY

I acknowledge that I received and read the Sexual and Molestation Abuse and Misconduct Prevention Policy and/or had it explained to me. I understand that it is my responsibility to abide by all rules contained in the policy. I also understand how to report incidents of sexual or molestation abuse or misconduct as set forth in the policy, including retaliation against any employee or volunteer exercising his or her rights under the policy.

I acknowledge that when changes and updates are made to the Sexual and Molestation Abuse and Misconduct Policy, I will be responsible for reading and complying with these updates.

Employee/Volunteer's Printed Name

Employee/Volunteer's Signature

_____ Witness' Signature

Date: _____