
FRATERNIZATION & SEXUAL ABUSE POLICY

Gold Youth Arts Organization (GYAO) has implemented comprehensive policies designed to prevent instances of abuse within its various programs. The primary objective of this youth protection policy is to safeguard children from harm while they are participating in GYAO's programs and services, ensuring their safety from both adults and other participants.

In accordance with this policy, individuals working within any program or service of GYAO, including employees, staff, contractors, or volunteers, will be collectively referred to as "Adults" or "Personnel." Students, members, or participants will be referred to as "Participants." When discussing both Adults/Personnel and Participants together, they will be referred to as "Individuals" or "Persons."

Sexual misconduct, encompassing sexual harassment, non-consensual sexual acts or contact, sexual exploitation, and stalking, is strictly prohibited within GYAO's programs.

One-on-one contact between adults, staff, and volunteers of Gold and the members of the Corps is expressly prohibited. Romantic and sexual relationships between staff and marching members, or between volunteers and marching members, regardless of their respective ages, are also expressly prohibited.

Sexual Harassment:

Sexual harassment is defined as unwelcome sexual conduct that either creates a hostile environment or is presented as a demand in exchange for gaining something, whether in the workplace or institution. Such behavior is illegal and encompasses a wide range of actions, including:

Visual: Ogling or staring; displaying inappropriate posters, pictures, magazines, or fliers.

Verbal: Repeated requests for dates, probing into personal life, making lewd comments or jokes, or whistling.

- Written: Sending love letters, obscene letters, or distributing lewd bumper stickers or cards.
- Touching: Invading personal space, patting/grabbing, pinching, caressing, or kissing without consent.
- Abuse of Power: Leveraging one's position to request dates, sexual favors, etc.
- Threats: Making demands with promises of preferential treatment in exchange (quid pro quo).
- Coercion: Using physical force, assault, or rape to obtain sexual compliance.

Sexual Assault:

Sexual Assault encompasses physical or sexual acts carried out against a person's will or when the person is unable to give consent due to temporary or permanent mental or physical incapacity. This can occur when the individual is below the minimum age of consent, or when they are incapacitated due to the influence of drugs and/or alcohol.

Sexual Exploitation:

Sexual Exploitation involves taking sexual advantage of another person for one's own benefit or the benefit of a third party without their consent. This encompasses various actions, including but not limited to:

- Sexual voyeurism
- Indecent or lewd exposure
- Recording any individual engaged in sexual, private, or intimate activity in a private space without their consent.
- Distributing personal sexual information, images, or recordings without consent
- Inducing incapacitation in another person with the intention of engaging in sexual conduct.

Stalking:

Stalking entails engaging in a pattern of behavior directed at a particular individual that would reasonably cause:

(A) Fear for their safety or the safety of others; or

(B) Significant emotional distress.

- Stalking behaviors can occur through various means, including electronic communications such as social media, a practice commonly referred to as cyberstalking.

Barriers to Abuse

GYAO takes immense pride in the caliber of its employees, staff, contractors, and volunteers. Serving as personnel of GYAO is considered a privilege, not an entitlement. Given the paramount importance of program quality and participant safety, exemplary adult leadership is essential. Therefore, GYAO is dedicated to recruiting the most qualified leaders available.

Applications for both initial and ongoing employment or contract work undergo rigorous scrutiny, including thorough background checks, before any applicant is permitted to work. While no screening process can guarantee the identification of every potential child molester, the risk of accepting such individuals can be mitigated by gathering as much relevant information as possible prior to placement. This includes assessing the applicant's experience with children, their motivations for joining GYAO, and their approach to discipline, among other factors.

In order to enhance security for all participants, GYAO has implemented the following policies. These policies are primarily intended to safeguard participants, but they also serve to protect personnel from unfounded accusations of abuse.

Two-person Interaction Policy:

For every gathering, such as rehearsals, events, performances, or outings like concerts, tours, or other activities, GYAO mandates the presence of either two members of its personnel or one participant alongside a screened volunteer. At least one of these individuals must be aged 21 or older. This policy ensures an additional layer of supervision and safety for all involved.

No One-on-One Contact Policy:

GYAO strictly prohibits one-on-one private meetings between personnel and participants, except in situations necessitating personal attention, such as private conferences or instruction. In such cases, the meeting must occur within view of other adults, participants, or in an open-door setting. Any exceptional circumstances requiring direct one-on-one contact, such as a single adult driving a sole participant to camp, are only permissible with explicit and direct approval from the participant's parent or legal guardian. Participants over the age of 18 may provide written approval, filed with the GYAO Directors, for such instances. This policy ensures transparency and safeguards the well-being of all involved.

Additional Transportation Policy:

When utilizing transportation arranged by GYAO for trips to and from GYAO functions, the responsible adult must adhere to the following guidelines:

1. Designate a meeting place, date, and time.
2. Establish a plan for making periodic check-point stops as a group along the route.
3. Plan daily destination points.

For larger vehicles, optimal supervision involves the presence of two adults. In the case of smaller vehicles, supervision by one adult is acceptable, provided that the vehicle carries a minimum of two or more participants. However, in non-emergency or non-medical situations, one-adult-to-one-participant travel is not permissible unless the adult is the

participant's parent or legal guardian. These measures are implemented to ensure the safety and security of all participants during transportation to and from GYAO functions.

Policy on Large Single-Room or Dormitory-Type Accommodations:

In instances where adults and participants of the same gender share dormitory or large single-room accommodations, the following conditions must be met:

1. Minimum Occupancy: There must be a minimum of two adults and four participants present.
2. Supervision: At least one of the adults must be a GYAO adult who is well-versed in GYAO child safety policies.
3. Privacy Measures: Adults are required to establish separation barriers or privacy zones within the accommodations. This can include setting up temporary blanket or sheet walls to maintain separation between sleeping and dressing areas for adults and youth.

Sleeping Facilities Policy:

Whenever feasible, male and female participants are to be provided with separate sleeping facilities. In situations where large single-room or dormitory-type accommodations are utilized, male and female participants will be separated by a substantial dividing space. Additionally, a strict policy of one sleeping bag or blanket per participant will be enforced.

Dorms and Hotels Policy:

Under no circumstances is a single adult permitted to be alone in a male or female participant(s)' room with the door closed. There must always be a minimum of two adults present at any given time.

Policy on Private Staff-Only Sleeping Areas:

Participants or students are strictly prohibited from accessing private staff-only sleeping areas, including but not limited to school classrooms, hotel rooms, dorm rooms, and staff buses, at any time.

Restroom and Shower Facilities Policy:

In instances where separate shower and restroom facilities are not available, the following measures should be implemented:

- Scheduled Use: Separate times for male, female, and non-binary use of facilities should be scheduled and clearly posted. Separate times and/or facilities will be allocated for all adult staff and volunteers.
- Group Encouragement: Participants should be encouraged to visit restroom and shower facilities in groups of two or more, whenever possible.
- Privacy Measures: Restroom stall doors should ideally be equipped with privacy latches or display signs indicating "Occupied" or "Unoccupied."
- Respect for Privacy: Everyone is expected to respect privacy during activities such as changing clothes or taking showers, particularly in situations where separate adult and participant locker rooms are unavailable.

GYAO does not discriminate, and accommodations will be provided to the best of our ability, taking into account various factors such as the nature of the request, available facilities, and scheduling constraints. Individuals are encouraged to consult with the onsite director or manager for assistance with accommodations.

Safety Rule of Four:

For events organized by GYAO, no fewer than four individuals must participate, comprising two adults and two participants. Only in the case of an emergency may the group of four separate into two independent groups. However,

each independent group must consist of one adult and one participant to ensure continued supervision and safety.

Social Gatherings Policy:

Staff members participating in social gatherings that involve current participants must acknowledge that such events will be considered official gatherings of GYAO. Therefore, they are required to notify and obtain permission from management. All rules and policies of GYAO will be in effect at such gatherings, and staff behavior must adhere to all work standards and expectations.

Proper Preparation to Minimize Risk Policy:

Recognizing that all activities entail inherent risk, GYAO emphasizes the importance of thorough preparation to mitigate these risks. Prior to engaging in any activity, a comprehensive review should be conducted. Activities posing increased risk should not be undertaken without ensuring proper preparation, including:

- Equipment: Ensuring that appropriate equipment is available and in good condition for the activity.
- Clothing: Wearing suitable attire that provides necessary protection for the activity.
- Supervision: Assigning qualified supervisors to oversee and guide participants during the activity.
- Safety Measures: Implementing relevant safety protocols and measures to minimize risk and ensure the well-being of all involved.

No Secret Organizations/Social Groups Policy:

GYAO unequivocally does not endorse or recognize any secret organizations or social groups as part of the organization. All activities conducted by GYAO, including those under GYAO, are transparent and open to observation by parents, personnel, and volunteers.

Appropriate Attire Policy:

Participants are required to wear proper clothing suitable for the activities they engage in. Activities such as skinny-dipping are not considered appropriate as part of GYAO and are therefore prohibited.

This policy ensures that participants adhere to appropriate dress standards during GYAO activities, promoting a safe and respectful environment for all involved.

Constructive Discipline Policy:

Discipline employed within GYAO must be constructive and align with high moral standards. Under no circumstances is corporal punishment permitted.

For further details and elaboration on this policy, please refer to the GYAO's "Handbook for Members" section titled "Behavior."

Hazing Prohibited Policy:

GYAO strictly prohibits any form of hazing and/or initiations as part of its procedures. Such activities are strictly prohibited and may not be included in any aspect of GYAO operations.

Training and Supervision of New Personnel Policy:

Senior adults within GYAO are responsible for monitoring and guiding the leadership and instructional techniques used by junior adults to ensure compliance with all organizational policies.

DUTY TO REPORT VIOLATIONS

It is the affirmative obligation of all management, staff, volunteers and members to immediately report in good faith any violation of the law or of the policies of Gold to either the Executive Director or any member of the Board of Directors. Should circumstances prevent such immediate reporting, any violation shall be reported as soon as possible.

Upon receiving any such report, appropriate action shall be taken to protect the health, welfare and rights of the reporting parties, supervisors, witnesses, and any other individuals involved. The nature of the complaint, the identity of the reporting party, and any other individuals involved shall be kept confidential until the matter is reviewed by the Executive Director or the Board Chairman. Confidentiality shall apply and remain to the maximum degree possible.

Gold shall take any and all measures they feel appropriate to investigate any violation of law or the policies of Gold, including interviews with the individuals involved and witnesses to any conduct, and review of written and electronic communications. Should a complaint be substantiated, disciplinary action in the sole and absolute discretion of the Executive Director or the Board of Directors shall be taken, up to and including termination of the individual's relationship with Gold and reporting the incident to appropriate civil or law enforcement officials.

Similarly, false reporting will also not be tolerated. Should it be determined after appropriate investigation that an allegation was brought based upon revenge, anger, dislike or any other improper motive, the individual or individuals making the false report are subject to immediate disciplinary action as set forth above, in the absolute and sole discretion of the Executive Director or the Board of Directors