

PERSONAL CONDUCT

The Colts Youth Organization is committed to an environment in which relationships are characterized by dignity, honesty, courtesy, respect, and equitable treatment. This includes a commitment to create and maintain a positive organizational culture and climate which:

- is welcoming of difference and diversity and is based on inclusivity;
- encourages members, staff, and volunteers to disclose and discuss incidents of bullying or harassment in a non-threatening environment
- promotes respectful relationships across the entire organization; and
- is free from any form or threat of harassment.

HARASSMENT AND RELATED MISCONDUCT

Rationale Harassment is incompatible with the values, traditions, and purposes of the Colts Youth Organization.

Policy The Colts expressly prohibit harassment of any kind under any and all circumstances. Harassment includes but is not limited to the following types of related misconduct:

- abuse
- bullying
- hazing
- hostility
- sexual harassment

All people involved with the Colts including staff, volunteers, and members are responsible for helping to avoid and eliminate harassment and misconduct.

The Colts will exclude from affiliation with, or dismiss from the Colts, any volunteer or staff member whose name currently appears on any public offender registry.

Definitions

Abuse An act or failure to act which presents an imminent risk of serious harm or which results in death, serious physical or emotional harm, sexual abuse, or exploitation. Neglect is a form of abuse and includes, but is not limited to, failure to provide adequate safety measures, care, and supervision.

The Colts Youth Organization [Child Abuse Policy](#) contains additional, specific guidance related to abuse of members under the age of 18.

Bullying Bullying is unwanted, aggressive behavior, whether threatened or real,

towards or against any individual or group, particularly involving a real or perceived imbalance of power. The behavior is repeated, or has the potential to be repeated, over time. Bullying may be verbal, social, or physical in nature and includes actions, words, gestures, symbols, or intimidation of any kind. It is designed to intimidate, embarrass, coerce, or shame an individual or group.

Harassment

Any unwanted and uninvited conduct which creates an unpleasant or hostile environment. Harassment may include, but is not limited to conduct, comments, or display that is insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise causes offense, injury or potential injury, discomfort, personal humiliation or embarrassment to a person or group of persons.

Hazing

Any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.

Hostility

Hostility includes, but is not limited to physical violence, intimidation, stalking, coercion, threats, and talking or joking about hostility whether in person, verbal, or through other written or electronic communication.

Sexual Harassment

Sexual harassment is a form of sex discrimination and it includes, but is not limited to, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to such is made either directly or indirectly a term or condition of employment or participation;
- Submission to or rejection of such conduct is used as the basis for employment or participation decisions which affects an employee, volunteer or member;
- Such conduct has the purpose or the effect of unreasonably interfering with an employee's, volunteer's or member's routine performance, or that creates an intimidating, hostile or offensive working or learning environment.

Implementation

Any person who feels they have been the victim of or a witness to harassment or misconduct, by anyone within the organization, or who becomes aware of any incident that is or may be a violation of this policy, must promptly report the alleged incident to either the Tour Director, Corps Director, Executive Director, or the President of the Board of Directors. Reports may also be sent to whistleblower@colts.org or submitted anonymously using the [Colts Whistleblower form](#) online. The Corps Director, Executive Director, and/or President, as appropriate, will ensure that a prompt review of the circumstances occurs and that

appropriate measures are taken to resolve or correct the situation in an expeditious manner.

If a person is determined to have violated this policy, immediate and appropriate action will be taken, up to and including termination of employment, dismissal, and referral to appropriate law enforcement authorities, as needed.

Failure to report, supervisory inaction, or retaliation against anyone who has reported a possible or actual violation of this policy may be cause for action up to and including termination of employment or dismissal from the Colts organization.

CHILD ABUSE POLICY

Rationale Child abuse and neglect are unlawful acts. The Colts Youth Organization is committed to an environment that is free of child abuse and neglect.

Policy The Colts expressly prohibit child abuse or neglect of any kind.

The Colts will exclude from affiliation with, or dismiss from the Colts, any volunteer or staff member who has been the subject of a confirmed incident of child abuse or neglect. The Colts Youth Organization, at the discretion of the Executive Director, reserves the right to restrict participation, exclude from affiliation with, or dismiss from the Colts any individuals suspected of abuse.

Definition The Child Abuse Prevention and Treatment Act (CAPTA), amended by the CAPTA Reauthorization Act of 2010, defines child abuse and neglect as, at a minimum:

- Any recent act or failure to act on the part of a parent or caretaker which results in death, serious physical or emotional harm, sexual abuse or exploitation; or
- An act or failure to act which presents an imminent risk of serious harm.

Further, the term sexual abuse includes:

- the employment, use, persuasion, inducement, enticement, or coercion of any child to engage in, or assist any other person to engage in, any sexually explicit conduct or simulation of such conduct for the purpose of producing a visual depiction of such conduct; or
- the rape, and in cases of caretaker or inter-familial relationships, statutory rape, molestation, prostitution, or other form of sexual exploitation of children, or incest with children

The Colts Youth Organization defines a "child" as any person under the age of 18.

Implementation Possible child abuse will be reported to either the Tour Director, Corps Director, Executive Director, or the President of the Board of Directors. Reports may also be sent to whistleblower@colts.org or submitted anonymously using the [Colts Whistleblower form](#) online.

The Corps Director, Executive Director, and/or President, as appropriate, will ensure that a prompt review of the circumstances occurs and that appropriate measures are taken to resolve or correct the situation in an expeditious manner.

If a person is determined to have violated this policy, immediate and appropriate action will be taken, up to and including termination of employment or dismissal from the organization. The incident will be reported to law enforcement authorities and/or the Department of Child Services in the jurisdiction where the incident occurred.

Failure to report, supervisory inaction, or retaliation against anyone who has reported a possible or actual violation of this policy may be cause for action up to and including termination of employment or dismissal from the Colts organization.

STAFF AND MEMBER RELATIONS

Rationale: Staff and volunteers should be aware that their position of authority can and may create an inappropriate and unbalanced relationship in personal interaction with members.

Policy: The Colts expressly prohibit inappropriate relationships between staff or volunteers and members.

Implementation: If a staff member or volunteer becomes involved in an inappropriate relationship with a corps member, they will be dismissed immediately.