



Sexual Abuse Policy

Rev. 5-15-2018

Crossmen Productions, Inc does not permit or allow sexual abuse or molestation to occur in the workplace or at any activity sponsored by or related to it. As such, there are adopted mandatory procedures that staff, volunteers, family members, board members, individuals and victims must follow when they learn of or witness sexual abuse or molestation. Sexual abuse takes the form of inappropriate sexual contact or interaction for the gratification of the participant who is functioning as a member, staff, or volunteer with the organization. Sexual abuse includes sexual assault, exploitation, molestation or injury.

Reporting Procedure

All board members, staff, volunteers or participants who learn of sexual abuse being committed must immediately report it to the Executive Director. If the victim is an adult, the abuse is reported to the local or state Adult Protective Services (APS) Agency. If a child is the victim, the designee will report it to the local or state Child Abuse Agency. Appropriate family members of the victim must be notified immediately of suspected child abuse.

Investigation & Follow Up

We take allegations of sexual abuse very seriously. Once the allegation is reported we will promptly, thoroughly and impartially initiate an investigation to determine whether there is a reasonable basis to believe that sexual abuse has been committed. The investigation may be undertaken by either an internal team, or an independent third party. We will cooperate fully with any investigation conducted by law enforcement or regulatory agencies and we may refer the complaint and the result of our investigation to those agencies. We reserve the right to place the subject of the investigation on an involuntary leave of absence or reassigning that person to responsibilities that do not involve personal contact with individuals or members. If the subject of the investigation is a participant, the performers status with the ensemble is suspended. Reinstatement is possible upon full completion of any investigation. To the fullest extent possible, but consistent with our legal obligation to report suspected abuse to appropriate authorities, we will endeavor to keep the identities of the alleged victims and investigation subject confidential.

If the investigation substantiates the allegation, our policy provides for disciplinary penalties, including but not limited to termination of the participant's relationship with our organization.