**Sexual Harassment and Abuse Policy**

Plumstead Baseball Association (PBA) has a zero tolerance policy against sexual harassment and abuse. In keeping with this commitment, we will not tolerate sexual harassment or sexual abuse of staff members, coaches, players, or volunteers by anyone, including other staff members, coaches, players, volunteers, or parents. Such conduct, or interference with the investigation of an alleged incident, may result in disciplinary action up to and including termination or a permanent ban from the organization.

**Sexual harassment** includes, but is not limited to:

* Unwelcome sexual advances, requests for sexual acts or favors, or other verbal or physical conduct of a sexual nature;
* Any statement or implication that an individual’s submission to or rejection of such sexual conduct could be used as a condition of employment or affiliation with the organization; and
* Any conduct, whether physical or verbal, which has the purpose or effect of substantially interfering with an individual’s performance or creating an intimidating, hostile or offensive work or organizational environment. This includes, but is not limited to, slurs, jokes or degrading comments of a sexual nature; offensive sexual flirtation, sexual advances or propositions; abuse of a sexual nature; graphic verbal comments about an individual’s body; sexual innuendo or suggestive comments; sexually oriented kidding or teasing; unwanted physical touching, such as patting or pinching another’s body; and the display in the organization of sexually suggestive printed or visual materials, clothing, objects, or pictures.

**Sexual Abuse** includes, but is not limited to:

***Grooming Behaviors***: Grooming is the process used by an abuser to select a child, win the child’s trust (and the trust of the child’s parent or ‘gatekeeper’), manipulate the child into sexual activity and keep the child from disclosing the abuse. Because sexual abusers ‘groom’ the children for abuse, it is possible a staff member or volunteer may witness behavior intended to ‘groom’ a child for sexual abuse. Staff members and volunteers are asked to report ‘grooming’ behavior, any policy violations, or any suspicious behaviors to a supervisor or a specific member of the organization.

***Sexual Activity*** is any type of maltreatment, violation, or exploitation that refers to the involvement of a minor in sexual activity to provide sexual gratification or financial benefit to the perpetrator.

**Requirements.**  Every staff member, coach, and volunteer must avoid any conduct that reasonably could be interpreted as abuse or harassment under this policy, even if such conduct was not intended as offensive. To ensure the PBA zero-tolerance policy is enforced, the following requirements are in place:

* Volunteers are prohibited from being alone with a minor athlete during the league’s programs and events unless:
	+ There is an emergency.
	+ There is written permission from the player’s parent/legal guardian.
	+ The volunteer is the player’s parent/legal guardian, sibling, or personal care assistant.
* A Volunteer’s interactions with players must be observable and interruptible by another adult.
* Volunteers are prohibited from contacting players directly through social media or electronic communication unless another adult volunteer or the player’s parent/legal guardian is copied.
* Volunteers are discouraged from interacting one-on-one with unrelated minor athletes in settings outside of local league program and activities (such as the volunteer’s home, a restaurant, a vehicle, personal communication including electronic communication).
* Players may not reside with unrelated volunteers for the purpose of participation qualification within the league.
* If a volunteer is in a position where he/she is left alone with a player, he/she should not leave the child so long as the volunteer has exhausted all the options above to comply with the guidelines of the policy. Likewise, if a child is injured and must be transported to a hospital, urgent care, or treatment center, the volunteer should not leave the child alone if all options have been exhausted to comply with the policy in an emergency where medical treatment is necessary.
* Physical contact between volunteers and players should be very limited. Some examples of appropriate physical touch include high fives or administering appropriate first aid.
* All PBA league officials, parents/guardians/caretakers, and volunteers should read and be familiar with the Little League Child Protection Program ([link here](https://www.littleleague.org/player-safety/child-protection-program/?utm_source=abuse+awareness+reminder+february+2025&utm_medium=email&utm_campaign=child+protection+program+link)).
* All PBA volunteers must annually complete an [**Abuse Awareness Training**](http://click.email.littleleague.org/?qs=e35a49f421cb9297314c69c2444fe82982dc525e2675b6ce98a6b0a364427d58f24ebabdfe2820c2ad7ed1b8b4f41e282618d24b263d4eed) provided by USA Baseball or a comparable training.
* All PBA volunteers are subject to an annual background check as proscribed in the Little League Volunteer application.
* During National Child Abuse Awareness Month, PBA will help to raise awareness about child abuse prevention and how individuals within the league can help prevent the abuse and neglect of children by providing all PBA parents/guardians with the [**Parents Guide to the Little League Child Protection Program**](http://click.email.littleleague.org/?qs=0d2fa5fcded63e893438f5ca20a248215b02ac3f5209c3400bc9a2c4eed8b0efacf9be815ed60fbb55aafe002bbf8c877503712baf086506) .

**Reporting Procedure**Immediately report suspected sexual abuse or misconduct to **Plumstead Baseball’s Safety Officer, Bob Super,** **rsuper30@yahoo.com****, 410-845-3929**

**Investigation & Follow Up**Once a report of abuse has been made, PBA will promptly notify the alleged abuser that he/she is suspended from any involvement with the league until the investigation is completed. PBA will not attempt to investigate suspected abuse, but will allow law enforcement and child services professionals to conduct the investigation. If the investigation substantiates the allegations, PBA will ban the alleged abuser from any further participation in any PBA activities. All information and statements received from the parties involved with the incident (suspect, victim, witness, etc.) will be passed onto the proper authorities.

**Retaliation Prohibited**PBA prohibits any retaliation against anyone, including an employee, volunteer, board member, student or individual, who in good faith reports sexual abuse, alleges that it is being committed or participates in the investigation. Intentionally false or malicious accusations of sexual abuse are prohibited.

Anyone who improperly retaliates against someone who has made a good faith allegation of sexual abuse, or intentionally provides false information to that effect, will be subject to discipline, up to and including termination of the relationship with our organization.

**Reporting to Law Enforcement or Appropriate Child or Adult Protective Services**PBA is committed to following the state and federal legal requirements for reporting allegations or incidents of sexual abuse or misconduct to appropriate law enforcement and child or adult protective services organizations. It is the policy of PBA to report all allegations of child abuse or child sexual abuse to the proper authorities within 24 hours. PBA will not attempt to investigate or assess the validity or credibility of an allegation of sexual or physical abuse as a condition before reporting the allegation to proper law enforcement authorities or protective services organizations.

**Acknowledgement:**

I have read and understand PBA’s Sexual Harassment and Abuse Policy and agree to abide by its terms and conditions throughout the course of my affiliation with PBA. I understand that my failure to follow the terms of this policy could result in disciplinary action, including termination or permanent ban from the organization.

Staff/Volunteer Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_