

DJFL Sexual Abuse and Misconduct Prevention and Response Policy

The Darien Junior Football League (DJFL) prohibits and does not tolerate sexual abuse or misconduct during any organization-related activity. DJFL provides procedures for coaches, volunteers, board members or any other victims of sexual abuse or misconduct to report such acts. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of membership from DJFL, as well as criminally prosecuted. No coach, volunteer, board member or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct.

Definitions of sexual abuse

The following definitions or examples of sexual abuse, or misconduct may apply to any and/or all of the following persons – coaches, volunteers or other third-parties.

Sexual abuse or misconduct may include, but is not limited to:

- Child sexual abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old) where consent is not or cannot be given.
- Sexual activity with another who is legally incompetent or otherwise unable to give consent.
- Physical assaults or violence, such as rape, sexual battery, abuse, molestation or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Material such as pornographic or sexually explicit images, posters, calendars or objects.
- Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications or messages (e.g. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of sexual privacy.

Reporting Procedure

Immediately report suspected sexual abuse or misconduct to Marin Pryor, Todd Herget, Glenn Medwar or Joe Evanchick. It is not required to directly confront the person who is the source of the report, or verify the information from the alleged victim before notifying any of the individuals listed. DJFL representative(s) will forward the complaint to the State of Connecticut Department of Children and Families (DCF) 24 hour CARELINE 1-800-842-2288 for a formal investigation with local law enforcement if deemed necessary by DCF.

Investigation and Follow-up

DJFL will cooperate fully with any investigation conducted by law enforcement or other regulatory/protective services agencies. DJFL 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.

DJFL 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 DJFL not to 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 appropriate law enforcement, the State of Connecticut Department of Children and Families, or DCF.

Employee and Worker Screening and Selection

As part of its sexual abuse and misconduct prevention program, DJFL is committed to maintaining a diligent screening program for prospective and existing coaches, volunteers and others that may have interaction with those associating with or serviced by DJFL. The organization will 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, DJFL strives that a minimum of two adult coaches or volunteers 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.

Acknowledgement

I acknowledge that I received and read the Sexual 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 abuse or misconduct as set forth in the policy.

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

Volunteer's Printed Name

Volunteer's Signature

Date: _____

This policy is reviewed annually