



CITY OF STRONGSVILLE

SEXUAL ABUSE AND MISCONDUCT PREVENTION POLICY FOR CITY OF STRONGSVILLE ACTIVITIES OR PROGRAMS

I. Scope of Coverage

- A. The City of Strongsville (hereinafter referred to as "City") prohibits and does not tolerate sexual abuse or misconduct during any City-related activity or program.
- B. The City provides procedures for employees, volunteers, coaches or victims of sexual abuse or misconduct to report such acts.
- C. Those reasonably suspected or believed to have committed sexual abuse or misconduct will be appropriately disciplined, up to and including termination of employment, membership, or participation in any City activity or program, as well as possibly being criminally prosecuted.
- D. No employee, volunteer, coach or other person, regardless of his or her title or position has the authority to commit or allow sexual abuse or misconduct.

II. Definitions and Examples

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).
- 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.

III. Reporting Procedure

Immediately report suspected sexual abuse or misconduct to the City Department Director or Supervisor related to said activity or program, or to the Human Resources Director or Law Director if the City Department Director or Supervisor is unavailable or the subject of the suspected sexual abuse or misconduct. It is not required to directly confront the person who is the source of the report, question or complaint before notifying the City Department Director or Supervisor. The City will take every reasonable measure to ensure that those named in the complaint of misconduct, or are too closely associated with those involved in the complaint will not be part of the investigative team.

IV. Anti-retaliation and False Allegations

The City prohibits retaliation made against any employee, volunteer, coach or other person who lodges a good faith complaint of sexual abuse or misconduct or who participates in any related investigation. Making knowingly false or malicious accusations of sexual abuse or misconduct can have serious consequences for those who are wrongly accused. The City prohibits making false or malicious sexual misconduct allegations, as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination of employment, membership, or participation in any City activity or program, as well as possibly being criminally prosecuted.

V. Investigation and Follow-Up

The City will take all allegations of sexual abuse or misconduct seriously and will promptly, thoroughly, and equitably investigate whether misconduct has taken place. The City may utilize an outside third party to conduct an investigation of misconduct. The City 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.

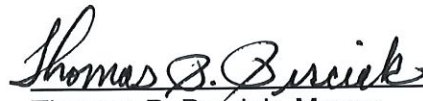
VI. Supervision of Youth

To provide a safe environment for children, the City will make every effort to encourage that at a minimum of two (2) adults will supervise or be in attendance with children during City-related activities or programs. The purpose is to avoid one-on-one interactions between adults and minors that are not easily observable by others.

VII. Acknowledgement Form

The undersigned hereby acknowledges that they have received and read the Sexual Abuse and Misconduct Prevention Policy for City of Strongsville Activities or Programs 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, including retaliation against any employee, volunteer or coach exercising his or her rights under the policy.

Adopted by Executive Order of the Mayor. Effective immediately.



Thomas P. Perciak, Mayor
City of Strongsville

I acknowledge that I will be alerted when changes and updates are made to the Sexual Abuse and Misconduct Policy for City of Strongsville Activities or Programs, and will be responsible for reading and complying with these updates.

Employee/Volunteer/Coach's Printed Name: _____

Employee/Volunteer/Coach's Signature: _____

Date Signed: _____