



Body Wisdom, Inc.

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SEXUAL ABUSE, MOLESTATION, HARASSMENT & CHILD ABUSE POLICY

Body Wisdom School does not permit or allow sexual abuse, molestation or harassment to occur on school property, or at any activity sponsored by or related to it. In order to make this "zero-tolerance" policy clear to all staff, students and faculty, we have adopted mandatory procedures that staff, students, faculty, individuals, and victims must follow when they learn of or witness sexual abuse, molestation or harassment. Sexual abuse, molestation or harassment takes the form of inappropriate sexual contact or interaction for the gratification of an individual(s) against another. This includes sexual assault, exploitation, molestation, injury, sexual harassment, and child abuse, all of which is prohibited by Body Wisdom School.

Reporting Procedure - Any student, staff, faculty individual who learns of sexual abuse, molestation, harassment, or child abuse being suspected or committed, must immediately report it to the Student Counselor or Director. If a child is the victim, the school administrative staff will follow the policy for reporting suspected incidents of child physical or sexual abuse as follows (staff also refer to Employee Handbook): Any report of suspected child physical or sexual abuse should be made as soon as possible, but within 48 hours, to the Office Manager, and the employee shall immediately make a report to local law enforcement.

Investigation & Follow Up - We take allegations of sexual abuse, molestation or harassment 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, molestation or harassment have been committed. The investigation may be undertaken by either an internal team, or we may hire 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. 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 individual(s)'s relationship with our organization. There are a number of "red flags" that suggest someone is being sexually abused, molested or harassed. They take the form of physical or behavioral evidence.

Physical evidence of sexual abuse and molestation includes, but is not limited to, sexually transmitted diseases; difficulty walking or ambulating normally; stained, bloody or torn undergarments; genital pain or itching; and physical injuries involving the external genitalia.

Behavioral signals suggestive of sexual abuse, molestation or harassment include, but are not limited to, fear or reluctance about being left in the care of a particular person; recoiling from being touched; bundling oneself in excessive clothing, especially night clothes; discomfort or apprehension when sex is referred to or discussed; and nightmares or fear of night and/or darkness.

Retaliation Prohibited - We prohibit any retaliation against anyone, including staff, students, faculty or individual, who in good faith reports sexual abuse, molestation or harassment, alleges that it is being committed or participates in the investigation. Intentionally false or malicious accusations of sexual abuse, molestation or harassment are prohibited. Anyone who improperly retaliates against someone who has made a good faith allegation of sexual abuse, molestation or harassment, or intentionally provides false information to that effect, will be subject to discipline, up to and including termination.

Sexual Abuse Resources

- Iowa:** Iowa Coalition Against Sexual Assault - <http://www.iowacasa.org/>
Sexual Abuse Hotline: (800) 284-7821
Sexual Violence Prevention - <https://www.iowacasa.org/resources>
Rape, Abuse & Incest National Network - RAINN, Iowa - <https://www.rainn.org/laws-your-state-iowa>
Prevent Child Abuse Iowa <https://pcaiowa.org/prevention/sexual-abuse/>
- National:** Rape, Abuse & Incest National Network (RAINN) - (800) 656 HOPE (4673)
Safety and Prevention - <https://www.rainn.org/safety-prevention>
Center for Changing our Campus Culture - Victim Services/Advocates - <http://changingourcampus.org/category/victim-services/>
Public Health Resources - <https://www.publichealth.org/resources/sexual-abuse/>
Administration for Children & Families - <https://www.acf.hhs.gov/trauma-toolkit/victims-of-sexual-abuse>
National Sexual Violence Resource Center - <https://www.nsvrc.org/preventing-child-sexual-abuse-resources>
Stop it Now Organization - <https://www.stopitnow.org/ohc-content/resources-and-support-for-adults-who-experienced-sexual-abuse-as-children>
Victim Connect Resource Center - <https://victimconnect.org/learn/types-of-crime/sexual-assault/>