

	<p>CHAPTER: 05 - Oversight</p> <p>TITLE: Zero Tolerance Towards Sexual Abuse and Harassment</p>	<p><u>NUMBER:</u> 5.6</p> <p><u>SUPERSEDES:</u></p> <p><u>EFFECTIVE:</u> 07/01/2021</p>
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I. POLICY

The Abraxas Youth & Family Services (AYFS) mandates zero tolerance towards all forms of sexual abuse and sexual harassment in all its facilities. Sexual conduct between employees, volunteers, or contractors and individuals in a AYFS facility, regardless of consensual status is prohibited and subject to administrative, disciplinary, and/or criminal sanctions. This prohibition includes conversations or correspondence of a romantic and/or sexual nature. All employees, contractors, and volunteers are expected to have a clear understanding that AYFS strictly prohibits any type of sexual relationship with individuals in an AYFS facility. These relationships will not be tolerated and shall be considered a serious breach of AYFS policies.

Engaging in a romantic and/or sexual relationship with individuals in a AYFS facility may result in employment termination, termination of the contract or volunteer status, and/or criminal charges. AYFS staff must take prudent measures to ensure the safety of employees, contractors, volunteers, and individuals in an AYFS facility.

All employees, contractors and volunteers have an affirmative duty to immediately report all allegations or knowledge, suspicion or information of sexual abuse, sexual harassment, romantic, or sexual contact that takes place within any AYFS facility. All cases of alleged sexual conduct shall be thoroughly investigated. Retaliation against individuals for filing a complaint and/or cooperating with an investigation will not be tolerated. Upon substantiation of any allegations of sexual conduct, appropriate disciplinary actions will be taken against employees, contractors or volunteers, including possible criminal prosecution.