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**Box Lacrosse League LLC**  
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## SEXUAL ABUSE POLICY

**Purpose:** The BLL prohibits any sexual abuse and has a zero-tolerance employee and participant policy.

**Screening** – All potential employees, contracted employees, and volunteers can be subject to a comprehensive background check before being allowed to work.

**Training** – All employees, contracted employees, and volunteers will have access to training on what constitutes abuse and molestation and how to properly respond to and report any misconduct.

**Prevention** – The BLL has a detailed listing of ways to minimize occurrences and reviews the listing annually.

**Identification** – The BLL monitors events, patterns or trends that can indicate abuse. Physical and behavioral evidence or signs that someone is possibly being sexually abused include, but are not limited to: difficulty in walking, torn, stained or bloody clothing, pain, bruises or bleeding in the genitalia, reluctance to be left alone with a particular person, wearing lots of clothing, nightmares or fear of night.

**Reporting** – The BLL will take all allegations of sexual abuse seriously and will promptly and thoroughly investigate whether sexual abuse has taken place.

**Investigation** – It is the BLL's objective to conduct a fair and impartial investigation.

- Every reasonable effort will be made to keep the matters involved in the allegation as confidential as possible, while still allowing for a prompt and thorough investigation.
- The BLL will report the incident to the police as indicated.
- The BLL will cooperate fully with any investigation conducted by law enforcement or other regulatory agencies.

**Protection** – All victims will be protected from harm during the investigation.

- Remove the alleged perpetrator from contact with all residents and staff, pending outcome of the investigation.

**Response** – Analysis of the occurrences will be conducted to determine what changes to policies and procedures are needed, if any, to prevent further occurrences.

**Review** – The sexual abuse policy should be reviewed periodically.

An annual review for staff and volunteers will be provided on the following with a documented sign-off:

- Organization's sexual abuse policy
- Identifying sexual abuse
- Reporting sexual abuse

Depending on the circumstances, infractions from this policy will be sentenced, for each individual infraction, within the infraction threshold limits defined below for each conduct violation.

Conduct Infraction Limits (Per Occurrence):

- Termination of employment
- Expulsion of participants from the league

Should you have any questions or concerns with the league policy, please do not hesitate to contact us.