



## Sexual Abuse Prevention & Disclosure Policy

Effective Date: 9/29/25

### 1. Purpose

Monkey Business Camp is committed to ensuring the safety and well-being of all children in our programs. This policy both establishes clear guidelines for preventing sexual abuse and grooming behaviors, and requires disclosure of any prior allegations or findings of sexual misconduct.

### 2. Definitions

**Grooming Behaviors:** Any action taken to establish an emotional connection with a minor to lower their inhibitions and prepare them for abuse. This includes but is not limited to excessive one-on-one attention, inappropriate gift-giving, unnecessary physical contact, and engaging in secretive or isolating behavior.

**Sexual Abuse:** Any form of sexual conduct or exploitation involving a minor, including inappropriate touching, exposure, or communication of a sexual nature.

### 3. Prohibited Conduct

The following behaviors are strictly prohibited for all employees and independent contractors:

- Communicating with minors outside of camp operations, including through social media, texting, or personal email.
- Having one-on-one, isolated interactions with minors outside of structured camp activities (e.g., in personal vehicles, homes, or other non-camp locations).
- Participating in grooming behaviors, including excessive favoritism, personal gifts, or unnecessary private interactions.
- Taking photographs or videos of minors for non-camp-related purposes.
- Engaging in any form of sexual misconduct or abuse with a minor.

### 4. Reporting & Enforcement

- Any individual who suspects or witnesses inappropriate conduct must report it immediately to the Camp Director.
- Any violation of this policy will result in immediate disciplinary action, up to and including termination.
- Suspected abuse must be reported in compliance with state and federal mandatory reporting laws.
- Retaliation against individuals who report concerns in good faith is strictly prohibited.

### 5. Monitoring & Training

- This policy must be reviewed, acknowledged, and signed by all employees and independent contractors before they begin work.
- Regular training will be provided on recognizing and preventing grooming behaviors and sexual abuse.
- This policy will be reviewed annually to ensure compliance with best practices and legal requirements.

## 6. Disclosure Questions

Each applicant must answer the following questions truthfully by checking 'Yes' or 'No':

1. Have you ever been the subject of an abuse or sexual misconduct investigation by any employer, school, volunteer organization, state licensing agency, law enforcement agency, or child protective services agency (unless the investigation resulted in a finding that the allegations were false)?

Yes  No

2. Have you ever been disciplined, discharged, non-renewed, asked to resign from employment, resigned from, or otherwise separated from employment, school, or volunteer program while allegations of abuse or sexual misconduct were pending or under investigation, or due to adjudication or findings of abuse or sexual misconduct?

Yes  No

3. (If applicable) Have you ever had a license, certificate, or credential suspended, surrendered, or revoked while allegations of abuse or misconduct were pending or under investigation, or due to adjudication or findings of abuse or sexual misconduct?

Yes  No  Not Applicable

## 7. Acknowledgment & Agreement

By signing below, I acknowledge that I have received, read, and understand Monkey Business Camp's Sexual Abuse Prevention & Disclosure Policy.

I agree to comply with all guidelines and to report any suspected abuse, grooming behaviors, or policy violations immediately to the Camp Director.

I further certify, under penalty of law, that the information provided in the Disclosure Questions is correct, complete, and true to the best of my knowledge. I understand that false statements or omissions, including failure to disclose required information, may result in termination or denial of employment, civil penalties, and/or criminal prosecution.

By signing below, I confirm that I will uphold the standards and expectations of Monkey Business Camp to ensure a safe and supportive environment for all participants.

Printed Name: \_\_\_\_\_

Position (check one):  Employee  Contractor

Signature (Applicant): \_\_\_\_\_

Date: \_\_\_\_\_

⚠ If applicant is under 18 years old at the time of camp: A parent/guardian must also review and co-sign below.

Parent/Guardian Printed Name: \_\_\_\_\_

Signature (Parent/Guardian): \_\_\_\_\_

Date: \_\_\_\_\_

Relationship to Applicant: \_\_\_\_\_