

Policy of
Greenville Woodworkers Guild, Inc.

Title: Sexual Molestation Prohibition

Policy No.: 19
Revision: 1
Date Adopted: Dec 10, 2012
Resolution: 2012-52
Date Effective: Dec 10, 2012

Statement of Policy:

The Greenville Woodworkers Guild does not permit or allow sexual abuse or molestation to occur in the Education Center or at any activity sponsored by or related to it. Such conduct will result in loss of membership privileges. This policy covers all members. The Guild has “zero tolerance” for sexual abuse or molestation whether engaged in by fellow members, supervisors, associates, or other non-members who conduct business with the Guild.

Reason for Policy:

Greenville Woodworking Guild members and guests are entitled to enjoy an environment free from threats of or actual sexual molestation when participating in Guild functions or working at the Education Center

The Greenville Woodworkers Guild is conducting youth woodworking programs. A defined sexual molestation policy is necessary to insure a safe environment free from sexual abuse or misconduct for youth when participating in Guild functions or working at the Education Center.

Policy Requirements:

Sexual abuse takes the form of inappropriate sexual contact or interaction for the gratification of the person who is functioning in a role with children and is responsible for the child’s care. Sexual abuse includes sexual assault, exploitation, molestation, or injury. It does not include sexual harassment, which is another form of behavior which is prohibited by the Greenville Woodworkers Guild under Guild Policy No. 20.

Any Guild members who learn of sexual abuse being committed must immediately report it to a member of the Greenville Woodworkers Guild Child Protection Team*. If an investigation by the Child Protection Team substantiates an allegation of abuse, then the appropriate law enforcement authorities will be notified. Appropriate family members of the victim must be notified immediately of suspected child abuse.

Once the allegation is reported, a prompt, thorough, and impartial investigation will be initiated to determine whether there is reasonable basis to believe that sexual abuse has been committed. An investigation may be undertaken by either an internal team or an independent third party may be hired. Full cooperation will be provided with any investigation conducted by law enforcement or regulatory agencies and the complaint and the result of the investigation may be referred to those agencies. The Guild reserves the right to suspend the membership of the subject of the investigation during the course of the investigation. To the fullest extent possible, but consistent with legal obligation to report suspected abuse to appropriate authorities, the identities of the alleged victims and investigation subject will be kept confidential.

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If the investigation substantiates the allegation, the Guild will terminate the membership of the member found to be responsible for sexual abuse or molestation.

Any retaliation is prohibited against any person who has made a good faith allegation of sexual abuse, alleges that it is being committed or participates in the investigation. Intentionally false or malicious accusations of sexual abuse are prohibited.

Any person who improperly retaliates against someone who has made a good faith allegation of sexual abuse, or any person who intentionally provides false information to that effect, will be terminated as a member of the Greenville Woodworkers Guild.

*GWG Child Protection Team:

President

Executive Vice President

V. P. Educational Activities

Youth Program Coordinator