



POSITIVE ALTERNATIVES, INC.

Wood County Group Home
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SEXUAL ABUSE PREVENTION POLICY

Positive Alternatives has a zero tolerance policy for sexual harassment, abuse, or misconduct in any form among residents/clients, or between employees and residents/clients.

1. Sexual harassment is defined as repeated and unwelcome sexual behaviors or remarks, either between residents/clients or between Positive Alternatives employees and residents/clients.
2. Sexual abuse is defined as forcing another individual to engage in unwanted sexual activity, whether by violence, threats, intimidation, or abuse of power/authority.
3. Sexual misconduct may include or be independent of the above mention of sexual abuse and harassment. It is defined as any sexual act or engagement directed at an individual without consent or when that individual is unable to freely give consent. Clients/residents are never in the position to be able to give such consent to a Positive Alternatives employee.
4. Any infraction or suspicion of infraction of this policy shall be reported to a program coordinator or the executive director. When employees are suspected of violating this policy, the executive director shall be immediately notified. The executive director will ensure that proper reporting, investigation, and disciplinary action follow. When the suspected violation involves only residents/clients, the program coordinator will immediately notify and work with local law enforcement, the youth's referral source and parent/guardian, and the group home's licensing agent to follow up on the report.

Sexual Abuse Prevention Policy Continued.

5. Positive Alternatives will offer youth and employees the opportunity and means to anonymously report acts or suspected acts of sexual abuse, harassment, or misconduct without risk of retaliation from other employees or youth. Staff making a report must not face danger of dismissal, nor shall disciplinary action be taken.
6. Positive Alternatives will work with local law enforcement to ensure that sexual abuse crimes of this nature are investigated and prosecuted to the fullest extent of the law. In order to assist with this procedure, Positive Alternatives will make records available for review to the extent possible given confidentiality rules and staff and clients/residents' rights.
7. All employees will electronically acknowledge receipt of the sexual abuse prevention policy through the company's online policy and procedure. Youth will acknowledge receipt of the policy by signing a form during intake.

_____	_____
Resident Signature	Date
_____	_____
Staff Signature	Date