

Rotary



**District 7090 Abuse Prevention
Committee Presentation**

District 7090 Training Assembly

August 9, 2023

Who We Are...

Abuse Prevention Committee:

Tim Carter, Chair (Niagara County Central) "YPO" US

Mark Walling (Hamburg Sunrise)

Bernard Neziol (Brantford Sunrise)

Duncan Willock (St. Catharines)

Richard Boyington (Brantford Sunrise) "YPO" Can

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What is our role...

- We review, develop and implement **policy**
 - We recommend training and implementation tools to clubs
 - We investigate incidents that are presented to the District



Abuse, Neglect and Harassment Prevention Policy

- **ABUSE**
- **PHYSICAL ABUSE**
- **SEXUAL ABUSE**
- **EMOTIONAL OR VERBAL ABUSE**
- **HARASSMENT**
- **NEGLECT**

Inappropriate Behavior

Sexual Abuse shall mean any conduct by an adult that consists of the following:

- Any touching of sexual or other intimate parts of a person
 - Providing, receiving, or any attempt to provide or receive photographs or images
 - Any communication in any form
 - Any request for sexual favors of any form by an adult or member of a Host Family;
- OR**
- Any act by a Volunteer, that aids, invites, employs, authorizes, or causes a minor to engage in sexually explicit conduct

Recommendations

1. Each Club should take reasonable measures to allow members, volunteers, or participants in a Club program, activity, or event to quickly and confidentially report incidents that are believed to constitute abuse, neglect, or harassment, including sexual harassment, to the Club's designee.
2. Club programs, activities, and events should be planned and organized to minimize the potential for abuse, neglect, or harassment.
3. Clubs are strongly encouraged to ensure that all members, volunteers, and staff who participate in any program, activity or event that includes the involvement of vulnerable persons are given clearly defined roles and guidance concerning how they should perform such rules.
4. Organizing Club members should take reasonable measures to ensure that any Club program, activity, or event that may include the participation of vulnerable persons is properly supervised to minimize the potential of inappropriate conduct.

Recommendations of District 7090 Abuse, Harassment and Prevention Policy

- ***The District requires Rotary Clubs within the District to adopt and comply with the following concerning the protection of vulnerable persons:***
- Each Rotary Club will review and adopt on an annual basis the District's Abuse, Neglect, and Harassment Prevention Policy.
- Each Rotary Club provides members and volunteers with training concerning the prevention of abuse, neglect, or harassment.
- Each Club will designate a member of the Club annually to assist with the development and implementation of reasonable measures to protect vulnerable persons who participate in a Club program, activity, or event.

Steps We Can Take to Prevent Harassment

- All Rotarians must take reasonable measures to ensure protection of all (i.e. any vulnerable persons are always in the care of at least two adults)
- Club and District Activities are delivered in a safe environment
- Training is made available to clubs, members and volunteers
- Any persons witnessing or becoming aware of an incident should immediately report to the Club Committee, and failing there isn't one to the District Committee.

Reporting Incidences

Rotarians, Volunteers, or Staff who witness or become aware of an incident that may constitute a violation of this Policy shall report such information to the DAPC chairperson, a DAPC member, or the Governor/President within 48 hours of witnessing or learning of such an incident.

- When the Governor/President receives such a report, the DAPC chairperson will be provided all relevant information that was received concerning the report.
- When such a report is made, the Governor/President will be informed of the report and each member of the DAPC will be provided with a copy of the report.
- Within 72 hours of receiving or being advised of a reported violation of this Policy, the Governor/President shall ensure that all information is provided to the District's insurer(s), the District's legal counsel, and the District Board of

Reporting Incidences continued

- Rotarians, Volunteers, and Staff who are subject to a federal, provincial/state, or local law concerning the report of abuse, neglect or harassment to a government agency or law enforcement shall fully comply with such law, and nothing in this Policy shall be construed to prohibit or interfere with such compliance.
- If a Rotarian, Volunteer, or Staff member suspect that an incident constitutes a crime, he/she shall report the incident to law enforcement or confirm it has been reported to law enforcement within 72 hours of becoming aware of the incident.
- Members of the DAPC, the Governor/President, and the designated investigator shall treat all information regarding such reports as confidential information and take reasonable measures to protect the privacy of all persons involved in the incident, except as necessary to conduct an investigation, or as required by federal, state/provincial, and local law.

Reporting Inappropriate Behavior



Reporting Inappropriate Behavior

- If reported abuse, neglect, or harassment is reasonably believed to constitute a crime, the DAPC chairperson and Governor/President shall report or ensure a report of the matter is made to law enforcement
- When a reported violation of this Policy is determined by law enforcement or court, that person shall be prohibited from further involvement in an Activity that may include participation of vulnerable persons.
- When an investigation by law enforcement or the DAPC is inconclusive, a person who is reported to have violated this Policy may only have future involvement in an Activity that may include participation of vulnerable persons if additional safeguards are implemented.
- When a reported violation of this Policy is investigated by the DAPC, the investigator shall complete his/her investigation within a reasonably prompt time and within three weeks of doing so, provide the DAPC chairperson and Governor/President a written report that describes the investigation (e.g., the witnesses interviewed, materials reviewed, etc.) and states findings of fact about what occurred.

Volunteer Assessment Form & Club Abuse Protocol on the District Website

- [Volunteer Assessment Form](#)
- [Abuse, Neglect and Harassment Protocol](#)

Background Checks

- It is the responsibility of the Club involved with the vulnerable sector to ensure that Rotarians involved with these activities have an acceptable police check.
- It is the responsibility of the Rotarian to obtain their own police clearance certificate.
- Should a Rotarian choose to not complete a Police Check, it does not preclude them from membership; however they will be advised that their activities will have limitations in terms of direct contact with some charitable groups, children, youth, seniors and vulnerable people.

Scenarios

- ❖ It is important to emphasize that harassment will not be tolerated and promptly investigated reports of harassing behavior are an important foundation for an inclusive environment where everyone feels safe.
- ❖ To practice in case you need to address harassing behavior, consider each scenario below and select the response you believe handles the situation the best.

Scenario #1

A female member of a club tells you, her club president, that she was inappropriately touched by a man at a club event. She doesn't want to tell the board or local authorities about it. What is the best response?

- A. Thank her for confiding in you and ask what she hopes will be the result.
- B. Respect her decision not to tell anyone else.
- C. Tell her that Rotary has no tolerance for harassing behaviors. Strongly advise her to talk to local authorities and let her know you would like to conduct an investigation so this doesn't happen again.

Scenario #2

A female regional leader sends you, an RI director, a message that says she was disrespected and defamed on social media by a governor-nominee during a Rotary institute. She wants the governor-nominee to be reprimanded, ordered to apologize, and investigated to determine whether he is fit for office. What do you do?

- A. Conduct an investigation in which you review the social medial post and interview the regional leader, the governor-nominee, the governor elect, the current governor, and anyone else who was involved.
- B. Contact the governor-nominee and ask him to take the posts down and apologize.
- C. Ask to mediate a conversation between the regional leader and the governor nominee to resolve the issue.

Scenario #3

A male member reports to you, a club president, that he was disrespected and publicly defamed by another member at a local Rotary event that you did not attend. He asks that this person be disciplined. What is your next step?

- A. Tell him that because you were not there, you cannot resolve the situation.
- B. Say that you will investigate and ask him to document the details including the names of everyone else who was witnessed the incident.
- C. Assure him you will talk to the other person and tell them that such behavior is not appropriate.

Scenario #4

Your club invites a female member from another club to talk about a project. While she is speaking, a male club member makes derogatory comments and dismisses the ideas she is presenting. The club president asks him to be quiet, but he continues to mumble at his seat and disturb other members. The guest feels uncomfortable and ends her presentation early. As one of three men at the table with the man making derogatory comments, what is your response?

- A. Tell the man you want to hear the presentation and that all speakers deserve respect. Ask him to leave if he does not want to hear he presentation
- B. Do nothing, it is the club presidents job to manage these types of behaviors.
- C. Approach the man after the presentation and tell him that his behavior was disruptive and unfair to the presenter. Ask what his complaint was about the presentation was and how he could have handled it

QUESTIONS

Rotary
DISTRICT 7090

