



Bay Islands Multi Sports & Recreation Association Inc. (BIMSARA)

2 Union Street (PO Box 182)

Russell Island 4184

ABN: 58625202340

BIMSARA Sexual Abuse Policy

Purpose:

BIMSARA is committed to providing a safe and respectful environment for all members, participants, and visitors. This policy outlines our stance on sexual abuse and the procedures for handling allegations to ensure the safety and well-being of our community.

Scope:

This policy applies to all members, contractors, volunteers, participants and visitors involved in BIMSARA events and/or activities.

Policy Statement:

BIMSARA has zero tolerance for any form of sexual abuse or misconduct. We are dedicated to preventing such incidents through education, awareness, and strict enforcement of this policy.

Definitions:

- **Sexual Abuse:** Any non-consensual sexual act or behavior.
- **Consent:** Clear, voluntary agreement to engage in specific sexual activity.

Prevention Measures:

1. **Education and Training:** Regular training sessions for staff and volunteers on recognizing, preventing, and responding to sexual abuse.
2. **Background Checks:** Mandatory background checks for all contractors and volunteers working with vulnerable populations.
3. **Code of Conduct:** Clear guidelines on acceptable behavior and consequences for violations.

Reporting Procedures:

1. **Immediate Reporting:** Any individual who experiences or witnesses sexual abuse should report it immediately to the BIMSARA President. Any actual, alleged or reasonable suspicion of sexual abuse will be reported to police and/or other statutory authorities in compliance with mandatory reporting obligations.
2. **Confidentiality:** All reports will be handled with the utmost confidentiality to protect the privacy of all parties involved.
3. **Support Services:** Access to counseling and support services for victims.

Investigation Process:

1. **Prompt Action:** Immediate investigation of all reported incidents.
2. **Fairness:** Ensuring a fair and unbiased investigation process.
3. **Disciplinary Action:** Appropriate disciplinary action, up to and including termination or expulsion from BIMSARA activities, for those found in violation of this policy.

Insurance Compliance:

1. **SA Coverage:** Ensuring that BIMSARA holds Sexual Abuse insurance coverage.
2. **Regular Reviews:** Annual review of the policy to ensure compliance with insurance requirements and legal standards.

Conclusion: BIMSARA is committed to maintaining a safe environment free from sexual abuse. We encourage everyone to uphold these standards and report any concerns immediately.

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