



NYBA Harassment and & Sexual Misconduct Policy

Newtown Youth Basketball Association is committed to maintaining an environment that is free from sexual harassment or misconduct and child abuse, and shall be guided by the following principles in carrying out this commitment:

1. Harassment, sexual or otherwise, of any individual, whether an adult or student volunteer, parent, official or participant in NYBA, will not be tolerated.
2. Inappropriate sexual conduct, including physical contact or verbal abuse, in any manner or form, committed by any adult or student volunteer, parent, official or participant in NYBA, will not be tolerated.
3. NYBA expects all adult and student volunteers, parents, officials and participants associated with NYBA to be committed to maintaining an environment in which all persons participating in NYBA and its programs can do so in an atmosphere free from all forms of harassment and sexual misconduct.
4. NYBA will promptly investigate any claim of harassment and/or sexual misconduct, and shall take any and all appropriate action to address and correct any behavior that violates this policy. Such actions may include warnings, reprimands, suspensions or expulsions from NYBA, along with the possible reporting of violations to the appropriate local, state and federal authorities.
5. This policy shall be published by NYBA on its website and a copy shall be provided electronically to all NYBA registrants and volunteers.

Reporting Procedure: Any report of an incident or action which appears to constitute a violation of this policy should be made directly and in writing to the NYBA president, or if the incident or action involves the NYBA President, to the next-highest ranking member of the NYBA Board of Directors. The reporter should include all relevant factual details regarding the incident or action, along with the reporter's contact information. The NYBA President will then confirm receipt of the report and commence an investigation of the incident or action.

Media and Public: All media contact or public inquiry will be directed to the Newtown Youth Basketball Association President or his designee. All NYBA Directors, Volunteers and Administrators, other than the NYBA President, are expressly prohibited from making public statements regarding any reported incident or action, any NYBA investigation or any disciplinary action imposed by NYBA upon conclusion of an investigation.

Investigation and Outcomes: Any investigation conducted by the NYBA President or his or her designee shall be done promptly and in a manner intended to be fair to all involved parties. NYBA shall also make reasonable efforts to prevent dissemination or disclosure of information obtained during the investigation. NYBA shall also, in its sole discretion, be entitled to take such actions during the investigation, whether temporary or permanent, as may be necessary to insure the safety of any person involved in the reported incident or action. The health, safety and welfare of NYBA participants, especially the children and student volunteers, will remain at the forefront of any investigation and outcome.

Upon completion of the investigation, the NYBA President shall report his or her findings and conclusions to all parties involved in the incident or action, including any disciplinary measures imposed, and his or her decision shall be final.