

**Abuse and Molestation Prevention: Appropriate and Inappropriate Verbal Interactions
Tucson Youth Music**

I. Purpose

The purpose of this policy is to review appropriate and inappropriate verbal interactions among constituents within TYM.

Constituents are prohibited from speaking to other constituents in a way that is, or could be construed by any observer, as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.

Constituents must not initiate sexually oriented conversations with other constituents. Constituents are not permitted to discuss their own sexual activities with other constituents.

Our organization's policies for appropriate and inappropriate verbal interactions include but are not limited to:

<i>Appropriate Verbal Interactions</i>	<i>Inappropriate Verbal Interactions</i>
<ul style="list-style-type: none">• Positive reinforcement• Appropriate jokes• Encouragement• Praise• Strength-based conversations• Self-disclosure as a supervised therapeutic tool by licensed clinicians, medical professionals, and pastoral counseling	<ul style="list-style-type: none">• Name-calling• Discussing sexual encounters or in any way involving consumers in the personal problems or issues of employees and volunteers• Secrets• Cursing• Off-color or sexual jokes• Shaming, belittling• Oversharing personal history• Derogatory remarks• Harsh language that may frighten, threaten or humiliate constituents• Derogatory remarks about the constituent or his/her family• Compliments relating to physique or body development

II. Definitions:

Student: Anyone accessing the music education program at TYM, regardless of age.

Constituent: Anyone participating with Tucson Youth Music, to include students, parents, extended family, staff, administrators, Board members, donors, friends, supporters, and volunteers.

III. Policy Notification and Communication:

Tucson Youth Music will employ the following strategies to effectively implement the Appropriate and Inappropriate Verbal Interactions Policy.

- Increase awareness of policy among the teaching staff by:
 - Reviewing with a teacher during the hiring process the organization's preference for group instruction.
 - Requiring online training covering topics to include Abuse Risk Management, Duty to Report, and Social Media Safety.
 - Requiring teachers to pass a background check.
 - Directing teachers to the policy section of the TYM website.

- Increase awareness of the policy among other constituents by:
 - Directing constituents to the policy section of the TYM website.

The Board of Directors may add additional methods of notification.

This Policy was adopted by Board action on February 8, 2023.