

Abuse and Molestation Prevention: Zero Tolerance Policy Tucson Youth Music

I. Purpose

The purpose of this policy is to affirm that Tucson Youth Music has zero tolerance for abuse, mistreatment, or sexual activity among constituents within TYM.

Tucson Youth Music is committed to providing all constituents with a safe environment and will not tolerate the mistreatment or abuse of one constituent by another constituent. Conduct by constituents that rises to the level of abuse, mistreatment, or sexual activity will result in intervention or disciplinary action, up to and including, dismissal from the program.

In addition, Tucson Youth Music will not tolerate any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, the organization will take the necessary steps to eliminate such behavior.

II. Definitions:

Zero Tolerance: Typically pertains primarily to the prohibition of weapons, drugs, or other illegal substances on an organization's property, a ban on cheating or plagiarism, or any type of violence, sexism, racism, homophobia or general prejudice against any involved in the organization.

Bullying: Aggressive behavior that is intentional, is repeated over time, and involves an imbalance of power or strength. The ongoing and deliberate misuse of power in relationships through repeated verbal, physical, and/or social behavior.

III. Policy Notification and Communication

Tucson Youth Music will employ the following strategies to effectively implement the Zero-Tolerance Policy.

- Increase awareness of the 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.