

Sexual Abuse and Molestation Prevention Policy

Sikh Gurdwara San Jose (SJGS) is committed to providing a safe, respectful, and secure environment for all individuals participating in its religious, educational, cultural, and community activities. SJGS maintains a zero-tolerance policy toward sexual abuse, molestation, exploitation, or misconduct.

This policy applies to: Employees, Volunteers, Committee members, Religious instructors and Punjabi school teachers, Youth leaders and camp staff, Contractors and any individual acting on behalf of SJGS

Prohibited Conduct

- Sexual abuse, molestation, or exploitation
- Inappropriate sexual contact or advances
- Grooming behavior toward minors or vulnerable adults
- Indecent exposure or sexually explicit communication
- Any conduct that violates applicable laws or organizational standards

Prevention Measures

- Background checks may be conducted for employees and volunteers who regularly interact with minors or vulnerable adults.
- Activities involving minors should, whenever practical, be supervised by at least two responsible adults.
- One-on-one interactions with minors should occur only in observable and appropriate settings.
- Employees and volunteers must maintain professional boundaries and avoid conduct that could be interpreted as grooming or exploitation.

Reporting Requirements

- Any person who observes, suspects, receives a report of, or becomes aware of possible sexual abuse or molestation must immediately report the matter to the President, Secretary, Executive Committee, or another designated SJGS officer.
- All reports will be taken seriously and handled promptly and as confidentially as circumstances permit.
- SJGS will comply with all applicable reporting laws and cooperate fully with law enforcement and governmental authorities.

Investigation and Response

- Individuals accused of misconduct may WILL be removed from duties involving contact with minors or vulnerable adults pending investigation.
- Retaliation against any person who reports a concern in good faith or participates in an investigation is strictly prohibited.
- Violations of this policy may result in disciplinary action, termination of employment or volunteer service, exclusion from SJGS activities, and referral to law enforcement authorities.
- Any violation, however minor WILL RESULT IN TERMINATION and the individual will be permanently banned from serving the Gurdwara in any position.