



## Sexual Abuse Policy

Mount Evans Home Health Care & Hospice prohibits and does not tolerate sexual abuse in the workplace or in any organization related activity. The organization provides procedures for employees, volunteers, family members, board members, patients, and victims of sexual abuse and disciplinary penalties for those who commit such acts. No employee, volunteer, patient, or third party, no matter his or her title or position, has the authority to commit or allow sexual abuse.

Mount Evans Home Health Care & Hospice has a zero-tolerance policy for any sexual abuse committed by an employee, volunteer, board member, or third party. Upon completion of the investigation, disciplinary action up to including termination of employment and criminal prosecution may ensure.

Sexual abuse is inappropriate sexual contact of criminal nature or interaction for gratification of the adult who is a caregiver and responsible for the adult or child's care. Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury but does not include sexual harassment. Any incidents of sexual abuse reasonably believed to have occurred will be reportable to appropriate law enforcement agencies and regulatory agencies.

### Physical evidence of abuse:

- Difficulty in walking
- Torn, stained or bloody underwear
- Pain or itching in the genital area
- Bruises or bleeding of the external genitalia
- Sexually transmitted diseases

### Behavior signs of abuse:

- Reluctance to be left alone with a particular person
- Wearing lots of clothing especially in bed
- Fear of touch
- Nightmares of fear of night
- Apprehension when sex is brought up

### Reporting Procedure:

If you are aware of or suspect sexual abuse is taking place, you must immediately report it to the Executive Director or to your immediate supervisor. If the suspected abuse is to an adult it will be reported to the county Department of Human Services, Adult Protective Services (APS) by administration or the social worker involved. If it is a child who is the victim, it will be reported to the county Department of Human Services, Child

Abuse, or Neglect Unit Report Line. Appropriate family members and the patient's physician will also be notified of alleged instances of sexual abuse.

The Executive Director will report the alleged sexual abuse incident to Mount Evans Home Health Care & Hospice's professional and general liability insurance agent (NHPCO).

Anti-retaliation:

Mount Evans Home Health Care & Hospice prohibits retaliation made against any employee, volunteer, board member, or patient who reports a good faith complaint of sexual abuse or who participates in any related investigation. Making false accusations of sexual abuse in bad faith can have serious consequences for those who are wrongly accused. Mount Evans Home Health Care & Hospice prohibits making false and/or malicious sexual abuse allegations as well as deliberately providing false information during an investigation. Anyone who violates this rule is subject to disciplinary action, up to and including termination.

Investigation and Follow-up:

Mount Evans Home Health Care & Hospice will take all allegations of sexual abuse seriously and will promptly and thoroughly investigate whether sexual abuse has taken place. It is the organization's objective to conduct a fair and impartial investigation. Mount Evans Home Health Care & Hospice will cooperate fully with an investigation conducted by law enforcement or other regulatory agencies.

Mount Evans Home Health Care & Hospice administration has the option of placing the accused on a leave of absence or on a reassignment to non-patient contact. Mount Evans Home Health Care & Hospice will make every reasonable effort to keep the matters involved in the allegation as confidential as possible while still allowing for a prompt and thorough investigation.

Adult Protective Services/ Child Abuse or Neglect Report Line:

**Colorado Child Abuse and Neglect Hotline at 1-844-CO-4-KIDS**