



Monterey County Agricultural Education, Inc. Zero Tolerance Policy for Inappropriate Behaviors

Monterey County Agricultural Education, Inc. is committed to providing a safe environment for all participants, staff and volunteers. Therefore, it shall be established that our organization will have **Zero Tolerance** of any and all inappropriate behaviors of any staff, volunteers and/or participants (Including Family and Family Friends) occurring both on our premises and off. **Monterey County Agricultural Education, Inc.** will hold everyone's safety as top priority and will strive to maintain this priority by holding all staff, volunteers and participants accountable to this policy and the procedures established in the Abuse & Neglect Prevention Plan. In addition, every allegation of inappropriate behavior will be handled in accordance with the established procedure for "Responding to Allegation" as found within the organizational written Abuse & Neglect Prevention Plan.

In accordance with local, state and federal laws, **Monterey County Agricultural Education, Inc.** shall cooperate with all law enforcement officials, without delay, to the fullest extent possible when responding to any allegation of inappropriate behavior occurring both on our premises and off.

We are 100% committed to the safety of everyone as a core value in support of our organizational mission and purpose. We recognize that we cannot fulfill our organizational mission without maintaining a safe environment and culture. Because of this, we will hold this core value as top priority in all operational areas/divisions of the organization.

A handwritten signature in black ink, appearing to read 'Lisa Branco'.

Lisa Branco, President
Monterey County Agricultural Education

Bandwidth of Acceptable Behaviors

Unacceptable (DON'T)

Wrestling	Tickling	Showing affection in isolated areas
Piggyback	Allow youth to cling to staff's or volunteer's leg	Compliments relating to physique or body development
Kisses	Any type of massage given by or to a youth	Touching bottom, chest and/or genital area
Lap sitting		
Full frontal hugs	Any form of affection that is unwanted by the youth/staff	

Acceptable (DO)

Arms around shoulders	Shoulder to shoulder or "temple" hugs	Pats on head when culturally appropriate
Touching hands, shoulders and arms	Holding hands (with young children in escorting situations)	High fives and hand slapping
Side hugs		Touching hands, shoulders and arms
Verbal praise	Pats on shoulder or back	



Lisa Branco, President
Monterey County Agricultural Education