



RADIANCE

HOME CARE SERVICES, LLC

Radiance Home Care Services, LLC Sexual Abuse Policy

Radiance Home Care Services, LLC strives to provide a safe environment for its clients and caregivers and to protect the right of all its employees and clients to be free of sexual abuse. **Radiance Home Care Services, LLC** has a zero-tolerance policy for sexual abuse. This policy will be strictly enforced

This policy applies to every employee. Any employee who has been charged with sexual abuse will be immediately relieved of his/her duties. If there are sufficient grounds to believe that sexual abuse has, indeed, taken place, local law enforcement authorities will be notified. If after a thorough investigation guilt is determined, termination will be immediate. **Radiance Home Care Services, LLC will** fully cooperate with any prosecuting authority.

Radiance Home Care Services, LLC completes a background check for all employees. The background check includes employment verification, fraud search, felonies, public records, misdemeanors, residency, social security verifications and motor vehicle readouts.

DEFINITION OF SEXUAL ABUSE

Sexual abuse is inappropriate sexual contact of criminal nature or interaction for gratification of the adult who is a caregiver and responsible for the patient or child's care. Sexual abuse includes sexual molestation, sexual assault, sexual exploitation, or sexual injury, but does not include sexual harassment.

SYMPTOMS OF SEXUAL ABUSE

Physical symptoms of abuse may include but are not limited to the following: pain or itching in the genital area, bruises or bleeding of the external genitalia, and sexually transmitted infections. Behavioral symptoms of abuse may include, but are not limited to, fear of touch and sexuality, apprehension when near a particular person, and wearing excessive clothing to sleep.

PROCEDURES FOR REPORTING SEXUAL ABUSE

Should you become aware of an act or acts of sexual abuse, you must immediately report it to Larissa Pean, RN, Administrator. Abuse to individuals 18 and over should also be reported to Adult Protective Services at _____. They will assign a Social Services Case Worker to investigate the complaint. If the individual is under the age of 18, the abuse should be reported to the Division of Youth and Family Services at _____. They will assign a case worker who will investigate.

Appropriate family members should be notified of alleged instances of sexual abuse.

In addition, report any incident of abuse to _____ who is the insurance agent for the insured

RETALIATIONS OR THREATS OF REPRISAL

Retaliation or threats of reprisal against an individual for filing a complaint under this policy or for participating or assisting in any procedure under this policy will be considered harassment for the purpose of this policy. **Radiance Home Care Services, LLC prohibits** retaliation made against a client, their family, employees, volunteers or third parties who report sexual abuse. Any individual who engages in retaliation for sexual abuse allegations will be terminated. In addition, **Radiance Home Care Services, LLC** will determine if any criminal or civil actions are warranted based upon any incident of harassment.

CONDONATION OR GROUNDLESS ALLEGATIONS

If a person in authority knows or should reasonably have known that abuse may have occurred and fails to report it or take appropriate action as set out in this policy statement, that person will be subject to disciplinary action, including termination.

Further, any person who makes groundless allegations or complaints of abuse may be subject to disciplinary action, including termination. **Radiance Home Care Services, LLC** will determine if any criminal or civil actions are warranted, and will fully cooperate with any individual who has been falsely accused.

INVESTIGATION

Radiance Home Care Services, LLC will thoroughly and promptly investigate any allegation of sexual abuse. An internal investigation will take place, headed by Larissa Pean, under the direction of a Social Services Case Worker from Adult Protective Services or a Case Manager from the Division of Youth and Family Services, depending upon the individual involved.