

Pacific Crest Youth Arts Organization

# Harassment Prevention Training Policy

Board of Directors

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Harassment Prevention Training**

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## **I. General**

Pacific Crest Youth Arts Organization (PCYAO) relies on volunteers, employees and independent contractors (Staff) to support its educational programs. With our need to protect our students, we establish the following policy and process for training to prevent harassment.

## **II. Policy**

All administrative and teaching staff (paid and volunteer) shall be required to successfully complete sexual harassment training compliant with California AB1825 and AB205. Said training shall be a condition of employment and participation with PCYAO. Likewise, identical training shall be required of all members of the Pacific Crest Board of Directors.

Completion of this training may be done directly through Pacific Crest Youth Arts Organization or through any other entity that may require the same training. Proof of completion shall be kept on file by PCYAO for a period of two years. Re certification will be required every two years.

Furthermore, all parties as stated above, along with staff (paid and volunteer) who tour with Pacific Crest Drum & Bugle Corps for a period of two (2) or more consecutive days, shall be required to complete the Youth Protection 2.0 training offered by Boy Scouts of America. Proof of completion shall be kept of file by Pacific Crest and will remain in effect for up to two years, at which time additional BSA training will be required.

At the discretion of the Executive Director, other Pacific Crest personnel, including but not limited to, paid staff, volunteers, and Advisory Committee members, may also be required to participate in one or both of the above trainings, based upon the nature of their work with the Organization.