

## **Participant Safety and Whistleblower Information**

We work with thousands of young people and we're determined to not only bring them a fantastic open-class performing arts experience but also ensure their safety and security. Below are several important policies and procedures we use to ensure that our students have an incredible and safe experience and that Impulse Youth Arts Organization (IYAO) holds itself to the highest ethical standards.

### **Participant Safety Agreement**

In order to ensure that all contractors, employees, volunteers, interns, and anyone who interacts with Impulse's students are briefed on the high expectations we hold for the safety and care of our students and held in writing to such standards – IYAO requires all such individuals to read, agree, and sign a Participant Safety Agreement as a part of the IYAO Membership Packet. This agreement is valid for one year, or for one clearly defined “season” spent with any IYAO program. A copy of the agreement can be read at the following link.

### **Whistleblower Policy**

The IYAO Whistleblower & Anti-Retaliation Policy can be found in the Membership Handbook which can be found at the following link. A standalone printable version can be downloaded on the same page. This policy allows for a confidential and secure channel with which to report complaints, reports, or inquiries about prohibited practice or violations of law including illegal or improper conduct by Impulse itself, by its leadership, or by others on its behalf.

### **Report a Concern - Whistleblower**

IYAO takes our Whistleblower & Anti-Relation Policy seriously. If you have a complaint, report, or inquiry to submit please use this form or email the President of the Board of Directors at [President@impulseyoutharts.org](mailto:President@impulseyoutharts.org). All submissions will be securely delivered only to the President of the Board of Directors. All reports will remain confidential and treated with the utmost sincerity.

In the event of a report of sexual abuse or harassment, IYAO will follow internal reporting procedures. After a concern has come to the Board of Directors attention an investigation into the situation will pursue. All care will be taken to protect all parties involved until a conclusion is reached. Once reached by the Board of Directors, a course of action will be pursued including all appropriate reporting needed to government agencies as needed.