

Sexual Abuse/Molestation



Yellow Cab Co. of DC prohibits and has a zero-tolerance policy for sexual abuse or misconduct by employees or operators (drivers). Yellow Cab Co. of DC provides procedures for operators, customers, staff or any other victims of sexual abuse or misconduct to report such acts. Any person reasonably suspected or believed to have committed sexual abuse or misconduct will be immediately removed from service, appropriately disciplined up to and including termination of employment or being associated (drivers) with Yellow Cab Co. of DC.

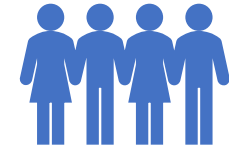
No More – Zero Tolerance



Sexual Abuse - Definitions and Examples #1

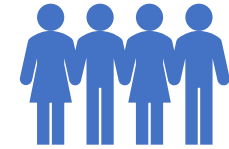
Here are definitions or examples of sexual abuse, misconduct or harassment. Sexual abuse or misconduct may include, but is not limited to:

- Child sexual abuse – any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old) where consent is not or cannot be given.
- Sexual activity with another who is legally incompetent or otherwise unable to give consent.
- Physical assaults or violence, such as rape, sexual battery, abuse, molestation or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.



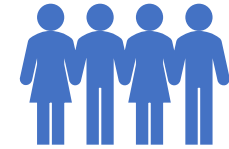
Sexual Abuse - Definitions and Examples #2

- Material such as pornographic or sexually explicit images, posters, calendars or objects.
- Unwelcome and inappropriate sexual activities, advances, comments, innuendoes, bullying, jokes, gestures, electronic communications or messages (e.g. email, text, social media, voicemail), exploitation, exposure, leering, stalking or invasion of sexual privacy.
- A sexually hostile environment characterized as comments or conduct that unreasonably interferes with one's work performance or ability to do the job or creates an intimidating, hostile or offensive environment.
- Direct or implied threats that submission to sexual advances will be a condition of service or in lieu compensation for service



What is sexual assault/sexual abuse?

- Sexual assault is a crime of violence, anger, power and control where sex is used as a weapon against the victim. It includes any unwanted sexual contact or attention achieved by force, threats, bribes, manipulation, pressure, tricks, or violence.
- Sexual abuse is similar to sexual assault, but is a *pattern* of sexually violent behavior that can range from inappropriate touching to rape. The difference between the two is that sexual assault constitutes a single episode whereas sexual abuse is ongoing.
- Sexual violence occurs in the home (sexual abuse of children, sexual assault by partners or relative), outside the home (in group homes or institutions), on the job, on transportation systems (while riding the bus or a taxi) and virtually anywhere



How often do people experience sexual violence?

- Studies consistently demonstrate that people with intellectual disability are sexually victimized more often than others who do not have a disability
- Any type of disability appears to contribute to higher risk of victimization but intellectual disability, communication disorders, and behavioral disorders appear to contribute to very high levels of risk.
- Women are sexually assaulted more often when compared to men whether they have a disability or not, so men with disabilities are often overlooked. Researchers have found that men with disabilities are twice as likely to become a victim of sexual violence compared to men without disabilities



Who is most likely to sexually assault?

- Perpetrators are often those who are known by the victim, such as family members, acquaintances, residential care staff, transportation providers and personal care attendants.
- Research suggests that 97 to 99 percent of abusers are known and trusted by the victim who has intellectual disability. While in 32 percent of cases, abusers consisted of family members or acquaintances, 44 percent had a relationship with the victim specifically related to the person's disability (such as residential care staff, transportation providers and personal care attendants).
- The delivery system created to meet specialized care needs of those with intellectual disability contributes to the risk of sexual violence.



What should I do if I suspect sexual abuse/assault

- All states have laws requiring professionals, such as case managers, direct care workers, police officers and teachers to report abuse.
- Some states require the general public to report abuse as well. If you suspect a child is being sexually abused, contact your local child protective agency. If the person is an adult, contact adult protective services.
- **You do not need proof to file a report.** If you believe the person is in immediate danger, call the police. After a report is made, depending on how serious the abuse is, the incident is referred for investigation to the state social services agency (who handles civil investigations) or to the local law enforcement agency (who handles criminal investigations).

