

RESOLUTION NUMBER 7846

WHEREAS, on September 15, 2025, the Mayor and City Council of the City of Beatrice adopted an Abuse Prevention Policy establishing specific expectations for all employees, volunteers, and contractors (collectively, "Staff") regarding the prevention and reporting of abuse and bullying of youth in the workplace (the "Abuse Prevention Policy"); and

WHEREAS, the Mayor and City Council desire to update the Abuse Prevention Policy.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF BEATRICE, NEBRASKA:

SECTION 1. That the "Abuse Prevention Policy", marked as Exhibit "A", attached hereto and incorporated herein by this reference, be and hereby is adopted.

SECTION 2. That Resolution Number 7619 any and all resolutions or parts of resolutions in conflict herewith are hereby repealed.

RESOLUTION PASSED AND APPROVED this 21st day of September, 2026.

Attest:


Erin Saathoff, MMC, City Clerk


Robert Morgan, Mayor



PURPOSE

It is the purpose of this policy is to outline specific expectations for all employees, volunteers, and contractors of the City of Beatrice (City), collectively referred to as "Staff", regarding the prevention of abuse of the youth. While the City encourages the cultivation of positive relationships with youth, Staff must take care that efforts to cultivate such relationships do not place youth or themselves in vulnerable situations.

DEFINITION

For the purpose of this policy, "youth" is defined as any individual under the age of eighteen (18) years.

CODE OF CONDUCT FOR REPORTING SUSPECTED ABUSE

The City is committed to providing a safe environment for its citizens and encourages all Staff to report any form of suspected abuse or bullying. Staff shall cooperate with all law enforcement officials to the fullest extent possible when responding to any allegation of inappropriate behavior, occurring both on and off City premises.

CODE OF CONDUCT FOR THE SUPERVISION OF YOUTH

All Staff responsible for the supervision of youth must at all times comply with all of the following:

1. Staff understand that the City of Beatrice has zero tolerance for abuse.
2. Staff will treat youth with dignity and respect.
3. Staff will ensure that youth are adequately supervised in accordance with recommended supervision ratios.
4. Staff will dress appropriately to the occasion, task, and company present.
5. Staff will seek guidance from a supervisor if they are unsure about anything relating to the conduct of Staff or youth.
6. Staff will not stare at or comment on youth bodies.
7. Staff will not date or engage in non-consensual physical or romantic relationships with youth.
8. Staff will not use or be under the influence of alcohol or illegal drugs in the presence of youth or at any facility used to provide services to youth.
9. Staff will not have printed or online pornography in the presence of youth or at any facility used to provide services to youth.
10. Staff will not have secrets with youth.
11. Staff will not give to any youth gifts, rewards, or incentives (including food) that are not program related.
12. Unless a supervisor has agreed that greater confidentiality is necessary to the service being provided (for example, individual therapy that requires privacy for confidential communications):

- a. Staff will not meet individually with youth behind closed doors or in any other setting outside the view of other adults;
 - b. Interactions with youth should occur in view of other adults;
 - c. If Staff believes there is a need for a private or one-on-one discussion to address something personal or sensitive, Staff should conduct the discussion in a quiet place that can be monitored or seen by another adult Staff;
 - d. Staff will notify the Staff's supervisor in advance of the individual meeting and its purpose; and
 - e. Immediately, or as soon as practically possible, after the meeting, Staff will report the meeting to the Staff's supervisor, identify to the Staff supervisor the other Staff who witnessed the meeting, and provide the Staff supervisor with a full description of what occurred during the meeting. Where a supervisor has agreed that greater confidentiality is absolutely necessary to the service being provided, Staff will still notify the Staff's supervisor of the time, place, and duration of the meeting, and, to the extent possible without breaching required confidentiality, the general nature of what occurred during the meeting, including any unusual occurrences.
13. Staff will not abuse youth in any way. In addition, Staff have an obligation to do all they can to prevent abuse of youth by anyone, including other Staff, other adults, or other youth. Abuse includes, but is not limited to, any of the following:
- a. *Physical abuse*: striking, kicking, hitting, spanking, shaking, slapping, biting, hair pulling, choking, throwing, whipping, unnecessary restraints, or other action that injures a child;
 - b. *Verbal abuse*: degrading, threatening, cursing;
 - c. *Sexual abuse*: inappropriate touching, exposing oneself, sex of any kind, obscene phone calls, text messages, or digital interactions, or other sexual conduct that is harmful to a child's mental, emotional, or physical welfare; and
 - d. *Emotional abuse*: shaming, humiliating, isolating, terrorizing, cruelty.
14. Staff will not mistreat or bully youth in any way. In addition, Staff have an obligation to do all they can to prevent mistreatment or bullying of youth by anyone, including other Staff, other adults, or other youth. Bullying is aggressive or threatening behavior that is intentional, repeated, and involves an imbalance of power or strength. Bullying can take on various forms and includes, but is not limited to, any of the following:
- a. *Physical bullying* involves unwanted physical contact and using physical force to hurt a person's body or possessions. Physical bullying can include:
 - i. hitting, punching, pushing, shoving, kicking, tripping, pinching, or restraining another;
 - ii. spitting on another; and
 - iii. taking, hiding, or breaking another's things.
 - b. *Verbal bullying and bullying using non-verbal gestures* involves using words, whether spoken (including in telephone calls) or written (including in texts, emails, or graffiti), or non-verbal gestures, to harm another or convey a threat of harm to another. Verbal bullying can include:
 - i. teasing;
 - ii. name-calling;
 - iii. taunting; and
 - iv. mean, rude, threatening, or vulgar gestures.
 - c. *Social bullying (sometimes also referred to as relational bullying)* involves hurting or threatening to hurt someone's reputation or relationships. Social bullying can include:
 - i. social exclusion, that is, excluding someone from social interactions;
 - ii. friendship manipulation, that is, telling others not to be friends with someone, or only to be friends with certain others;

- iii. spreading rumors or gossip about someone;
 - iv. embarrassing someone in public or in front of a group of friends; and
 - v. hazing a person seeking to join or participate in a group by engaging in or encouraging conduct that humiliates, degrades, abuses, or endangers that person, regardless of that person's willingness to participate in the conduct.
 - d. *Cyberbullying* involves verbal or social bullying that is carried out using any form of electronic communication, including but not limited to email, instant messages, text messages, or postings (whether on social media, a website, a blog, a chatroom, or in any other way), to communicate text, video, audio, digital pictures, or digital images. Cyberbullying can include:
 - i. sending or posting mean, rude, threatening, or vulgar messages or images;
 - ii. sending or posting threats of harm;
 - iii. sending or posting sensitive, private information about another person;
 - iv. sending or posting harassing messages or images;
 - v. encouraging others to exclude someone from an online group; and
 - vi. breaking into another's electronic account and assuming that person's identity in sending or posting information to damage that person's reputation or harm other individuals.
 - e. *Sexualized bullying* involves engaging in any of the other types of bullying using behaviors that are sexual in nature. Sexualized bullying can include:
 - i. sexting;
 - ii. exposing or threatening or demanding the exposure of, private body parts; and
 - iii. inappropriate sexual comments, gestures, or innuendo.
15. Staff will adhere to the City's standards for youth programs regarding all of the following:
- a. appropriate and inappropriate physical interactions with youth;
 - b. appropriate and inappropriate verbal interactions with youth; and
 - c. appropriate and inappropriate electronic communications with youth.
16. All staff employees whose duties require direct contact with and supervision of children must understand that under Nebraska law (Neb.Rev.Stat. § 28-707) they are mandated reporters and, as a result, each must, as soon as is practicably possible, make a report to the Nebraska Department of Health and Human Services (DHHS) or the Beatrice Police Department (BPD), whenever he/she, within the scope of his /her employment, has knowledge of or observes a child whom he/she knows or reasonably suspects has been the victim of child abuse or neglect.

To comply with this obligation, staff employees must:

- a. be familiar with the symptoms of child abuse and neglect;
 - b. know and follow City policies and procedures intended to protect children against abuse and neglect; and
 - c. report suspected child abuse or neglect to DHHS or BPD as required by state mandated reporter laws, including an initial report by telephone as soon as is practically possible, with a follow-up written report within thirty-six (36) hours.
17. Separate and apart from Staff's obligations as mandated reporters under Nebraska law, all Staff will immediately report any concerns or complaints about abuse, neglect, bullying, or any conduct in violation of City standards regarding physical interactions, verbal interactions, or electronic communications with youth, by other Staff, other adults, or other youth, to their immediate supervisor, or if the concerns relate to that supervisor, to the City Administrator/General Manager, City Attorney, or City Clerk.

18. The City cooperates fully with law enforcement authorities to investigate all cases of alleged abuse or neglect. All Staff must fully cooperate in any external investigation by outside authorities or internal investigation conducted by the City or persons given investigative authority by the City.

BACKGROUND CHECKS

The City shall conduct a background check on all new hires and at least once every five (5) years thereafter, on all staff members that work directly with youth, through the Nebraska State Patrol, the Nebraska Central Registry, or similar system.

TRAININGS

The City shall require all staff members who work directly with youth to participate in education and training sessions on abuse, molestation, or similar topics annually. Completion of training documentation will be maintained in each staff personnel file.

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EXHIBIT "A"



PURPOSE

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