



Definition:

The outcry witness is the person who first hears an allegation of abuse made by a child or other victim of abuse or sexual crime. The outcry witness is legally obligated to report the abuse to the proper authorities.

Student/Client reporting of abuse or mistreatment:

Abuse (physical, mental, sexual) can come from anyone associated with the organization, including an employee, supplier, volunteer, or visitor.

Mistreatment (misunderstandings or incidents between a client and an instructor, between a student/ client and another client, etc.) will be subject to an internal investigation by KCB Management.

The role of the Outcry Witness:

1. Do not make any incident a matter of open discussion, all reports and conversations should be kept confidential.
2. As a Kansas City Ballet employee or volunteer, you may find yourself the person in whom a student or adult confides knowledge of a difficult situation or incident. When an individual confides in you in this way, they are placing you in the role of the "Outcry Witness" and this role bears certain ethical responsibilities. Any representative of Kansas City Ballet to whom a report or allegation of abuse is reported will participate in the following process:
 - a. If an incident is reported by any student or an individual who is under the age of 18:
 - i. Be aware of the sensitive nature and who is in the area.
 - ii. Tell the student that they have been heard and that appropriate action will be taken.
 - iii. Assure them that they did the right thing by reporting and that their safety is important.
 - iv. If the parent/guardian approaches you at that time and is not the person the student is accusing of inappropriate behavior, ask the student if they are comfortable repeating what they have just told you and then make the same assurances to the parent/guardian that you have just made to the student.
 - v. Assure them that the person against whom the allegation has been made (if an employee or representative of Kansas City Ballet) will be removed from the setting and that a report will be filed with the appropriate authorities.
 - vi. Contact the Kansas City Ballet Executive Director or the School Director immediately to report the incident.
 - vii. Prepare a written report of the incident or conversation (see below) and submit to the Executive Director or School Director as soon as possible.
 - viii. Be available and prepared to go to the Bolender Center within 24 hours and to contact the proper authorities to file a formal report.
 - ix. Kansas City Ballet Management will determine the next appropriate steps to allow the investigation to proceed.
 - b. If an incident is reported by an adult:
 - i. Tell them that they have been heard and the appropriate action will be taken.
 - ii. Assure them that they did the right thing by reporting and that their safety is important.
 - iii. Contact the Kansas City Ballet Executive Director or the School Director immediately to report the incident.
 - iv. Assure them that the person against whom the allegation has been made (if an employee or representative of Kansas City Ballet) will be removed from the setting and that a report will be filed with the appropriate authorities.
 - v. Prepare a written report of the incident or conversation (see below) and submit to the School Director as soon as possible.
 - vi. Be available and prepared to go to the Bolender Center within 24 hours and to contact the proper authorities to file a formal report.
 - vii. Kansas City Ballet Management will determine the next appropriate steps to allow the investigation to proceed.

3. Kansas City Ballet's policy on incidents of this nature:



Kansas City Ballet
Outcry Witness Protocol & Resources

Revised: September 2023

- a. Any student or client needs to be heard and assured that appropriate action will be taken.
- b. Report such allegations to the appropriate authorities.
- c. The alleged perpetrator will be removed from contact with students/clients/employees and, if an employee of Kansas City Ballet, will be placed on administrative leave, pending the outcome of the investigation.
- d. Kansas City Ballet will do everything possible to assist but not interfere with the quality of the investigation by the authorities.

A written report should include:

- The name of the student or client and their contact information
- The name of the parent/guardian(s) if the student or client is a minor
- The name of the alleged abuser
- Where the student or client can be located
- Whether or not the student or client is in a life-threatening situation
- Your relationship to the student or client
- How you know about the reported incident or situation
- Whether or not you witnessed the reported incident or situation
- Your name and contact information
- Other witnesses and how they can be contacted

Executive Director: David Gray, dgray@kcballet.org, (816) 753-8787 (direct line)

School Director: Grace Holmes, gholmes@kcballet.org, 816 595-1191 (direct line)

Missouri Resources

Department of Social Services – https://dss.mo.gov/dss_map/

Missouri Child Abuse & Neglect Hotline, available 24/7:

1-800-392-3738

<https://dss.mo.gov/cd/keeping-kids-safe/can.htm>,

Hearing and/or speech impaired, Relay Missouri 1-800-735-2466 (voice), 1-800-735-2966 (text)

Missouri Department of Social Services – Jackson County contacts:

Children's Services: (816) 889-2037

Fletcher Daniels Office, 615 East 13th St, KCMO, 64106. (816) 889-2000.

Jackson County Teasdale Office, 800 E 63rd St, Raytown, MO 64133. (816) 325-6040

Kansas Resources

Department for Children and Families - <https://www.dcf.ks.gov/Pages/default.aspx>

Child Protective Services - <https://www.dcf.ks.gov/services/pps/Pages/ChildProtectiveServices.aspx>

Kansas Protection Report Center:

1-800-922-5330

<https://www.dcf.ks.gov/services/PPS/Pages/KIPS/KIPSWebIntake.aspx>

Hearing and/or speech impaired, call Kansas Relay Center 1-800-922-5330

Family Crisis Response Helpline – 1-833-441-2240 or <https://www.dcf.ks.gov/FCR/Pages/default.aspx>

National Hotlines

National Human Trafficking Resource Center – 1-888-373-7888 or text 233733 or

<https://humantraffickinghotline.org/en>

Substance Abuse & Mental Health Services Hotline – 1-800-662-4357 or

<https://www.samhsa.gov/find-help/national-helpline>

988 Suicide & Crisis Lifeline – call or text 988 or <https://988lifeline.org/>

For TTY users, use your preferred relay service or dial 711 then 988