

# We'll get started at 12pm



Join us for our **GRASSROOTS CONVENING 23** on **May 31 & June 1**  
**LAND, POWER & RESILIENCY**

Hosted at the beautiful Camp Caraway (near Asheboro, NC)

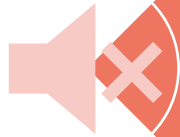
Lodging, meals and gas stipend provided / \$50 deposit will be returned after  
attending (to discourage no-shows)

**REGISTER** at: <https://tinyurl.com/RCP-GRC23>

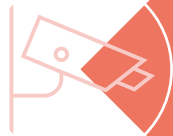
# We'll get started soon!



Please add your name and organization to chat



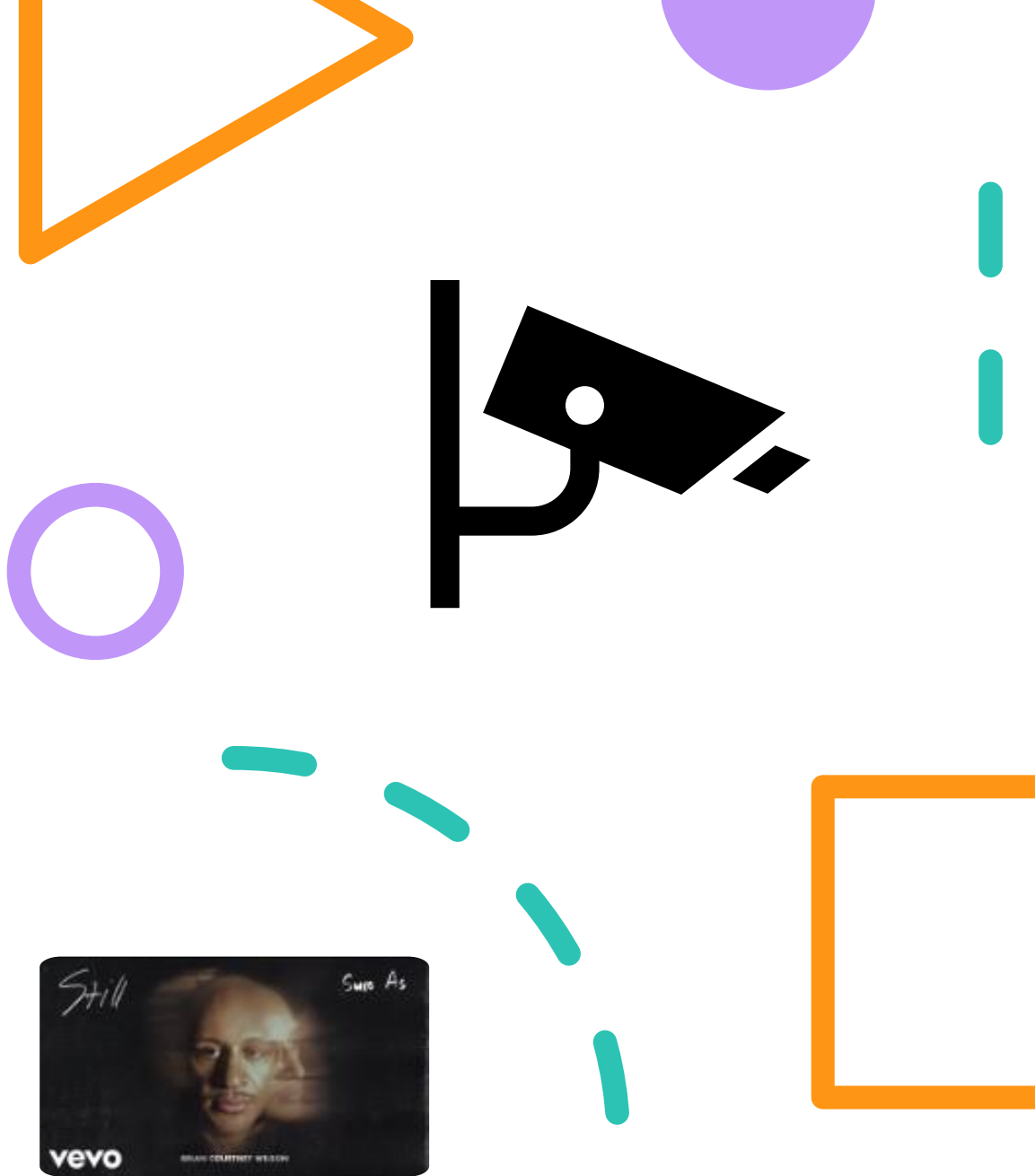
Keep yourselves on mute



This workshop will be recorded



Write any questions in chat during the sessions.





# 2023 Youth Abuse Prevention: *Creating a culture of safety*

Tatia Ash, Capacity Builder



# Workshop Goals

## Review

- How to create or sustain a culture of safety
- How abuse happens within organizations
- Youth policies and procedures that organizations should strive to have in place and how to get started



# Agenda

Introduction

The "Why"

Know your volunteers/staff

Policies & Procedures

Reporting & Responding to Incidents

Group Activity

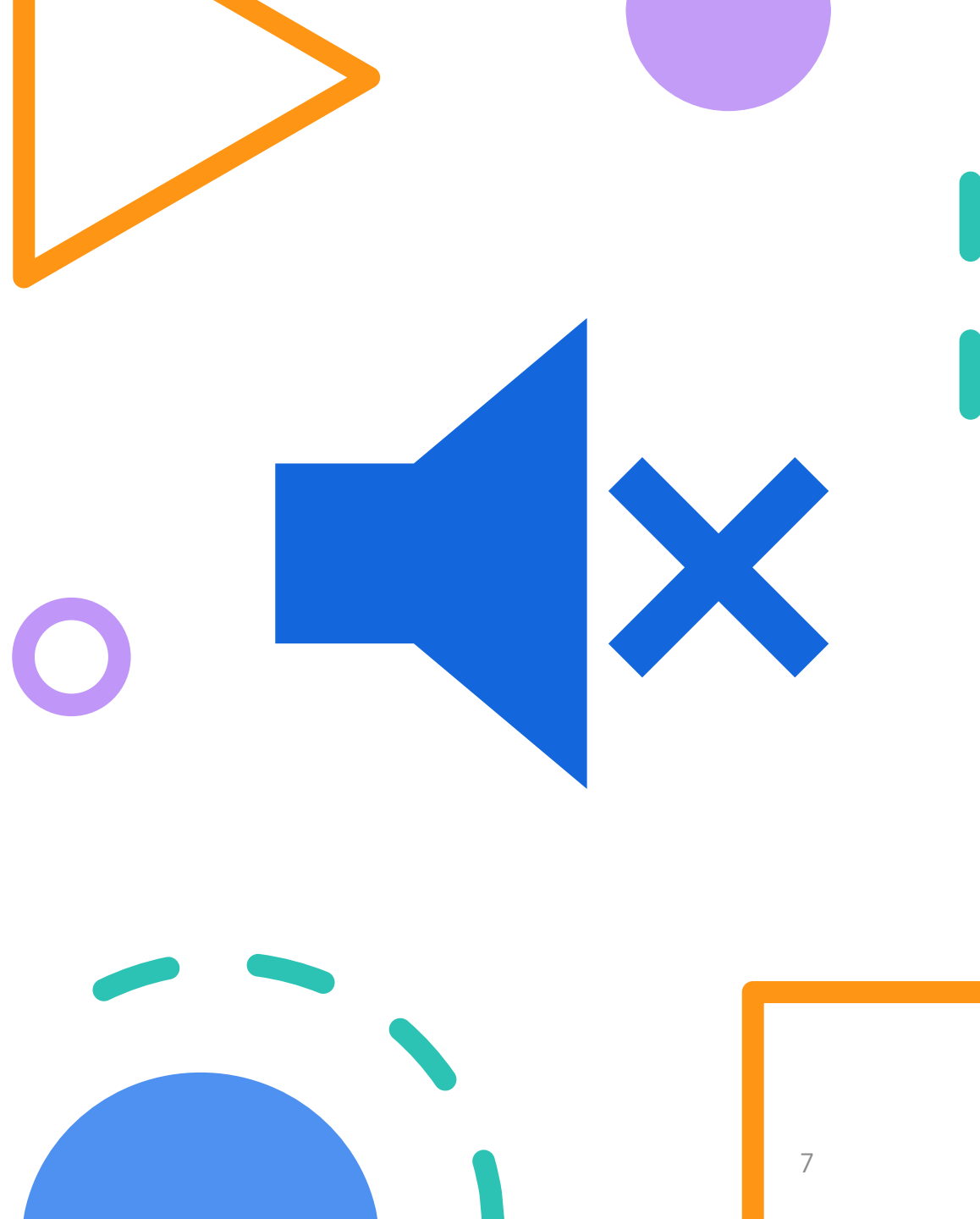
Discussion/Wrap Up



# POLLS

Test your knowledge!

Child sex abuse is a **silent** public health crisis of **epidemic** proportions.

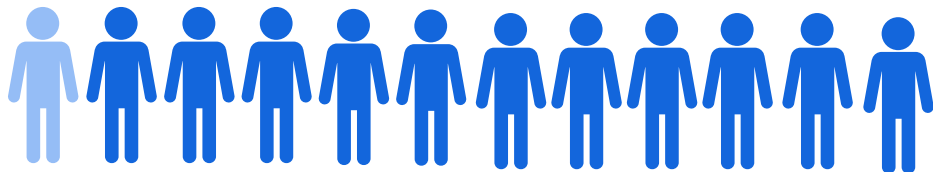


# The problem in numbers

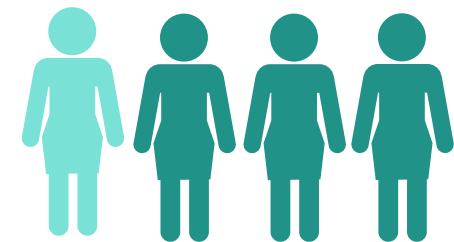
1 out of 10 children are sexually abused



1 in 13 boys

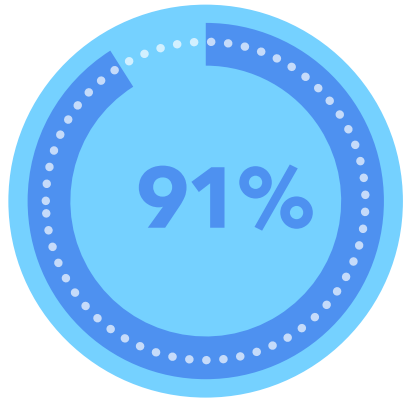


1 in 4 girls





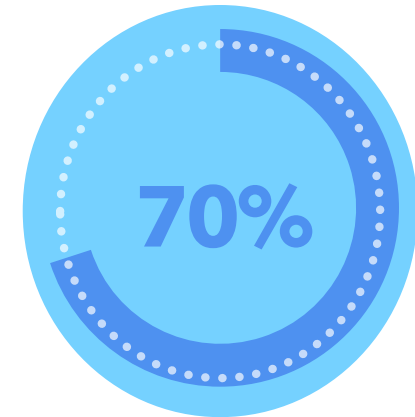
# The problem in numbers



Children are  
abused by  
someone they  
know




Abusers are teachers,  
acquaintances,  
neighbors, or community  
leaders\*



70+ children are  
abused by peers!



IWA

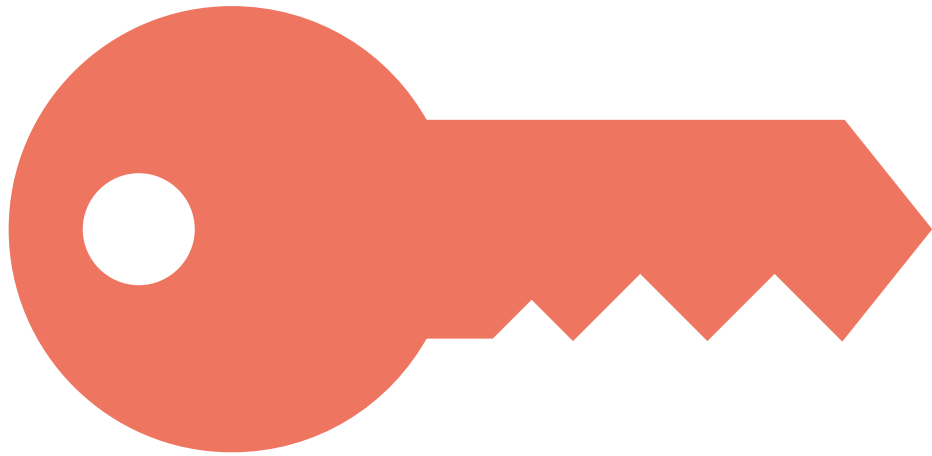


Break the  
culture of  
silence

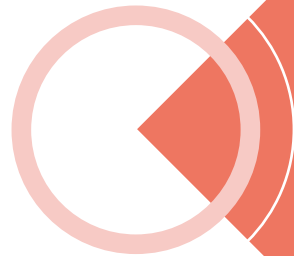
# Disrupt the silence



# Communication is key!

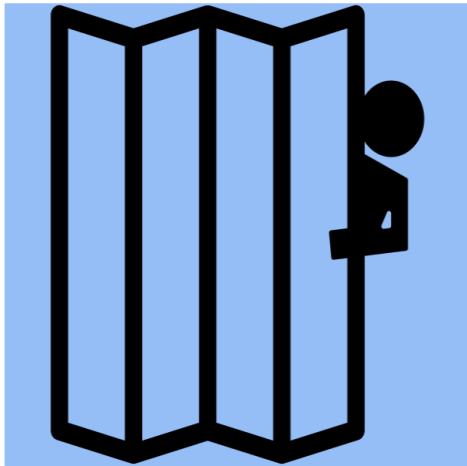


What is acceptable  
and unacceptable  
behavior



A zero tolerance  
for what type of  
behaviors

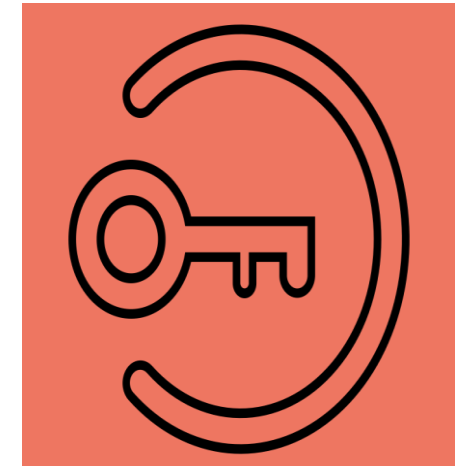
# Praesidium Formula: Understanding how Sexual Abuse happens



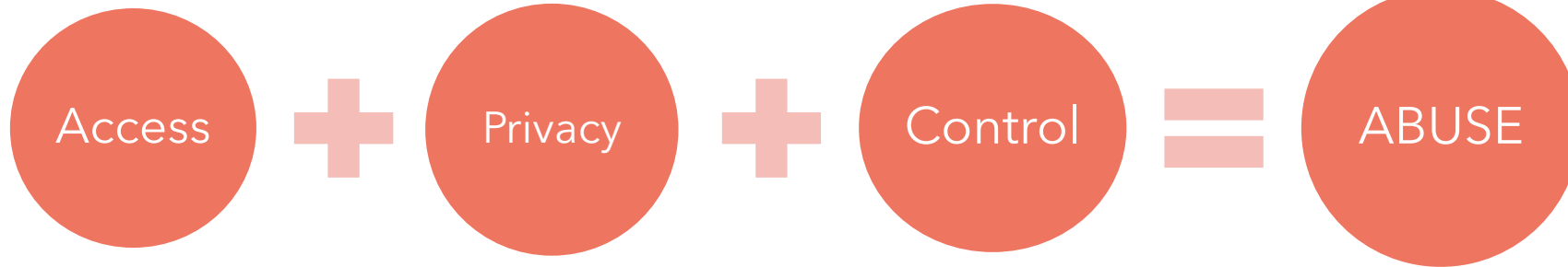
Privacy



Control



Access



# Vulnerable Populations

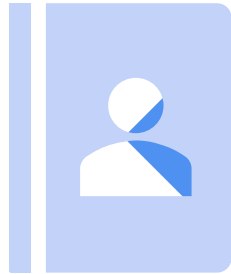
## Families:

- Low income/resourced
- Family problems/issues
- Marginalized communities

## Children:

- Mental/physical/emotional disabilities
- Behavior problems
- Neglected

# Be Prepared: *Know the needs of your children and families*



Resource lists for local family support agencies, social service organizations, mental health agencies, food pantries are available.



Develop partnerships with these organizations and create ways to refer families if needed.

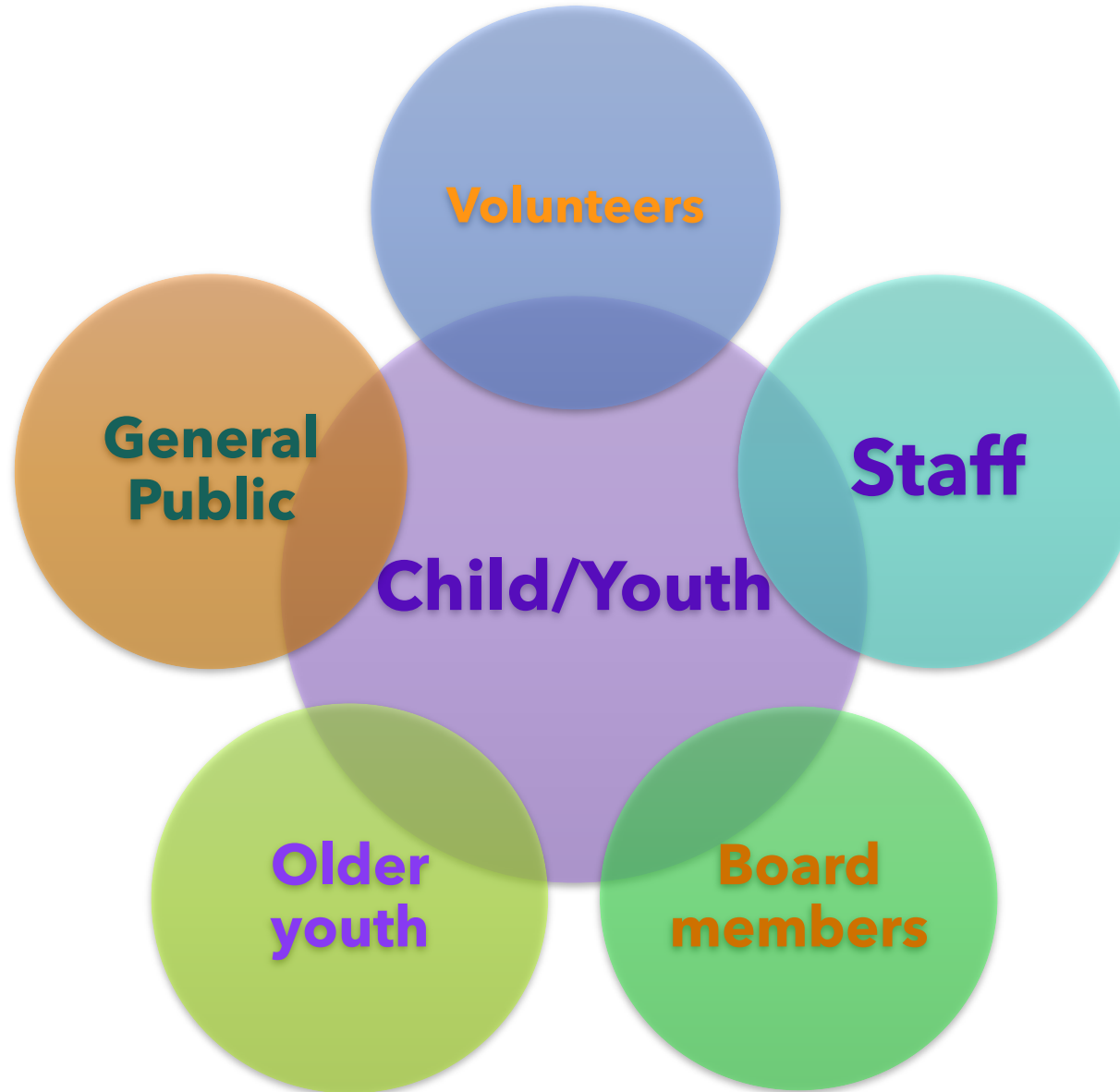


# Preventing Access

Screening & Selection of Employees  
and Volunteers



# Who has access to youth?



# Begin by gathering BACKGROUND INFORMATION

1

The screenshot shows a Microsoft Word document titled "sample app.docx" with the following content:

**VOLUNTEER APPLICATION**

**COPY OF VALID GOVERNMENT ISSUED PHOTO IDENTIFICATION MUST BE ATTACHED TO COMPLETE THIS APPLICATION.**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**Social Security # (for positions with vulnerable populations – youth elderly)**

Cell Phone: \_\_\_\_\_ Business Phone: \_\_\_\_\_

Home Phone: \_\_\_\_\_ E-mail Address: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Occupation: \_\_\_\_\_

Employer: \_\_\_\_\_

Address: \_\_\_\_\_

Special professional training, skills, hobbies: \_\_\_\_\_

Community affiliations (Clubs, Service Organizations, etc.): \_\_\_\_\_

Previous volunteer experience: \_\_\_\_\_

1. Make sure an application is completed for each volunteer and/or employee, independent contractor, etc.,

2

The screenshot shows a Microsoft Word document titled "release-form.docx" with the following content:

**Notification and Authorization to Release Background Information for Employment Purposes**

**Notification**

The position for which I am being considered requires me to consent to a criminal background check as a condition of employment. This check includes the following: Criminal history reference searches for felony and misdemeanor convictions at the county and federal levels of every jurisdiction where I currently reside or where I have resided during the past 7 years; and sex offender registry searches at the county and federal levels in every jurisdiction where I currently reside or where I have resided.

**Authorization**

I hereby authorize ABC Nonprofit to conduct the criminal background check described above. In connection with this, I also authorize the use of law enforcement agencies and/or private background check organizations to assist ABC Nonprofit in collecting this information. A third party vendor (consumer reporting agency) may assist ABC Nonprofit in collecting and verifying information.

I also am aware that records of arrests on pending charges and/or convictions are not an absolute bar to employment. Such information will be used to determine whether the results of the background check reasonably bear on my trustworthiness or my ability to perform the duties of my position in a manner which is safe for ABC Nonprofit, its volunteers, and members.

2. Collect information needed and get approval to perform background check

# Different types of background checks

There are multiple ways to check backgrounds, including:

1. **Multi-state Checks**
2. **Social Security Number Trace**
3. **Individual County-level Check - Clerk's Office**
4. **National Sex Offender Check\*\***



## Resources

National Sex Offender Public  
Website:

<https://www.nsopw.gov/en/Search/Results>

North Carolina Administrative Office  
of Courts (Do-it-yourself options):

<https://www.nccourts.gov/help-topics/court-records/criminal-background-check>

FBI:



<https://www.fbi.gov/services/cjis/identity-history-summary-checks>

NC CHILDCARE

<https://ncchildcarecbc.nc.gov/>



# Document everything!

TO DO LIST	Date Completed/Received	Completed by (Name)
 <b>Volunteer Application</b>		
<b>Background Checks:</b>  <ul style="list-style-type: none"> <li>○ Criminal (*if handling money or working with children/vulnerable populations)</li> <li>○ National Sexual Offender Search completed <a href="https://www.nsopw.gov/en-">https://www.nsopw.gov/en-</a></li> <li>○ Social Media</li> </ul>		
<b>References</b>  <ol style="list-style-type: none"> <li>1. Name: _____ <input type="checkbox"/>Email <input type="checkbox"/> Phone</li> <li>2. Name: _____ <input type="checkbox"/>Email <input type="checkbox"/> Phone</li> <li>3. Name: _____ <input type="checkbox"/>Email <input type="checkbox"/> Phone</li> </ol>		
<b>Orientation</b>		



# Monitoring & Supervision

# The "Why"



**Of abuse victims were unsupervised**

**\*Abusers separate children/youth to isolate them in one-one-one situations**

# Monitoring & Supervision

Monitoring and supervision are essential because it decreases the opportunity for **privacy** and **inappropriate behaviors**.



# Adult-to-Youth Ratio

**High risk activities:** The recommended supervision ratio for overnight, high risk activity, or **off-site** events is two staff or volunteer for every older children **(2:8)**. \* Make sure you have more adult supervision for younger children

**Low risk activities:** The **recommended** supervision ratio for **on-site** programs is one staff or volunteer for every ten youth **(1:10)**.

**Children younger than 8 years old:** If the youth participants are **younger than 3rd grade (or 8 years old)**, the recommended ratio is one staff or volunteer for every five youth **(1:5)**.

# Peer-to-Peer Abuse Prevention

- To avoid youth-youth abuse, youth should not be left alone with another unrelated youth for more than a few minutes. For example, avoid prolonged periods in bathrooms or changing rooms or situations where youth are not under visual supervision.
- Avoid placing youth of widely differing ages (*more than 3 years*) in the same group. If this is not possible, closely supervise the group for appropriate interactions.

## Conduct

- Conduct safety checks throughout camp, particularly during high-risk activities

## Ensure

- Ensure bathroom protocols during camp and field trips

## Look

- Look for blind spots onsite and offsite

## Know

- Always know the location of each child

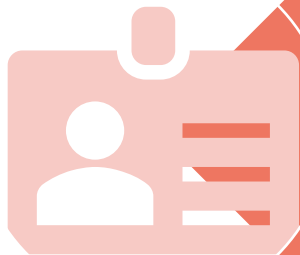
## Plan

- Have plan for moving youth from one location to another





Check-in process at beginning of each activity



Ensure all adults are authorized to pick up youth

- Check ID for adults other than parent/guardian



# Risk Management

*Strategies to minimize risks*



# What's the risk level?

## Hiking



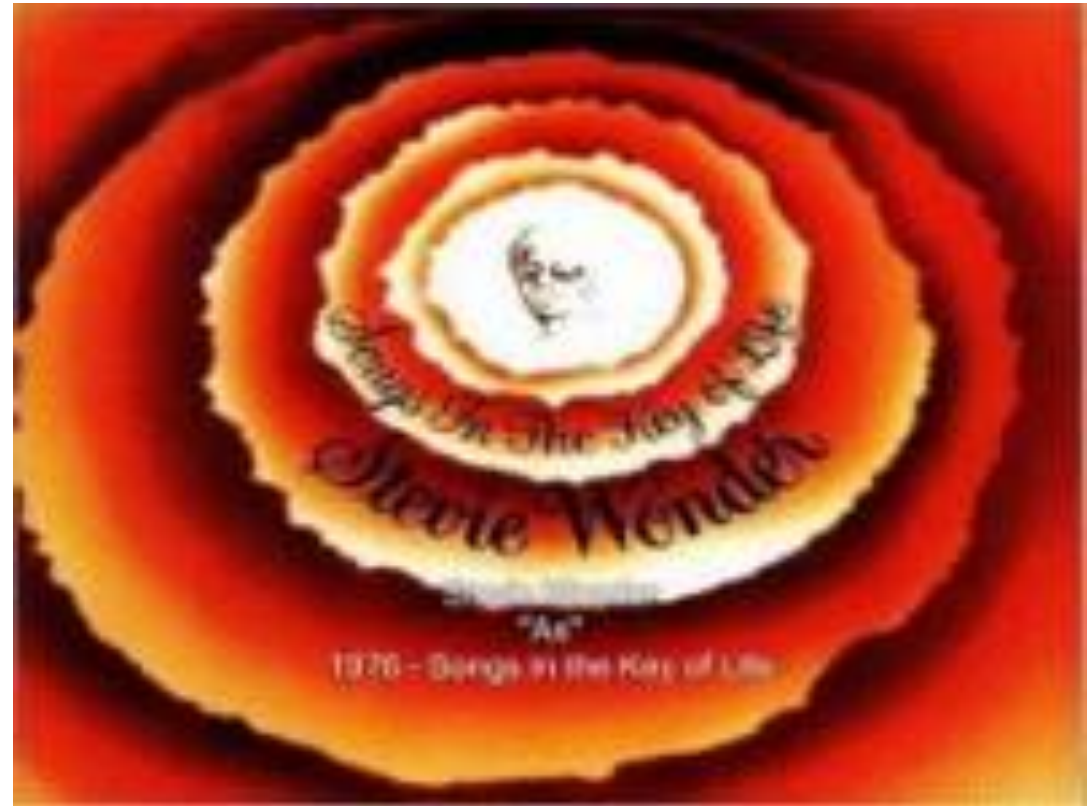
## Outdoors Activities



## Field Trips



# 7 Minute Break



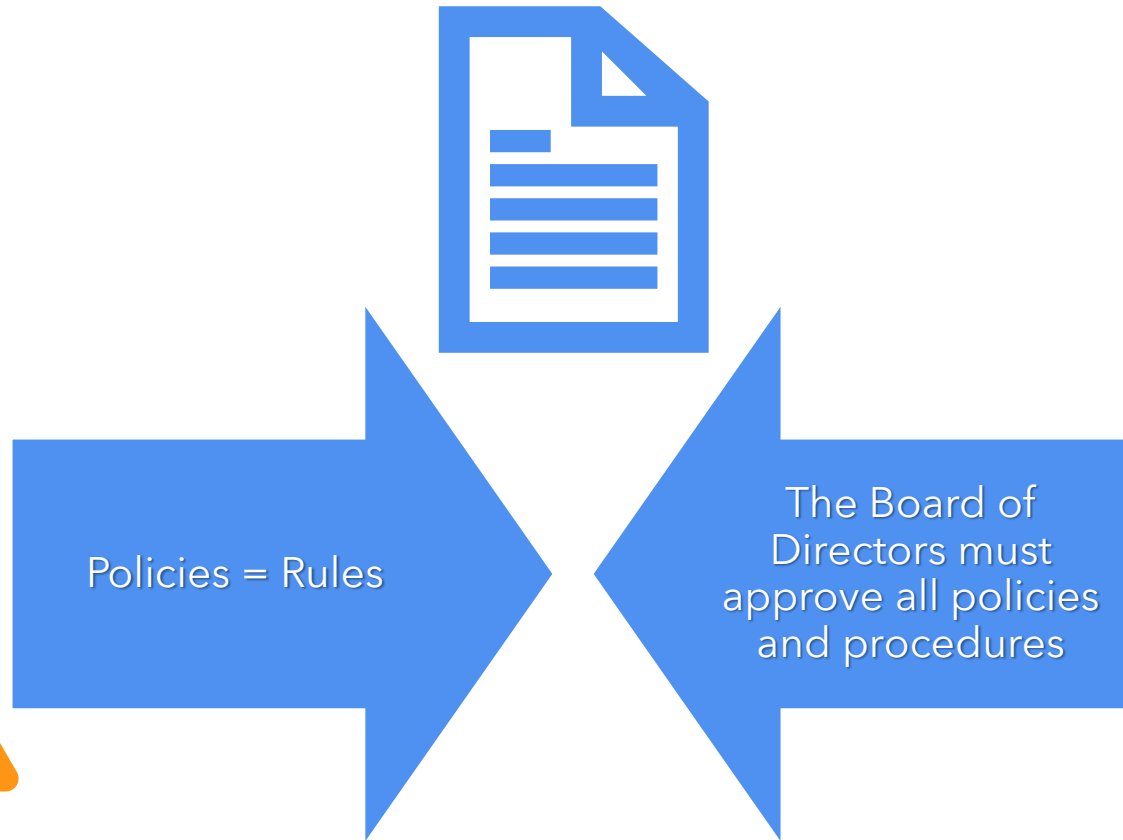


# Policies + Procedures

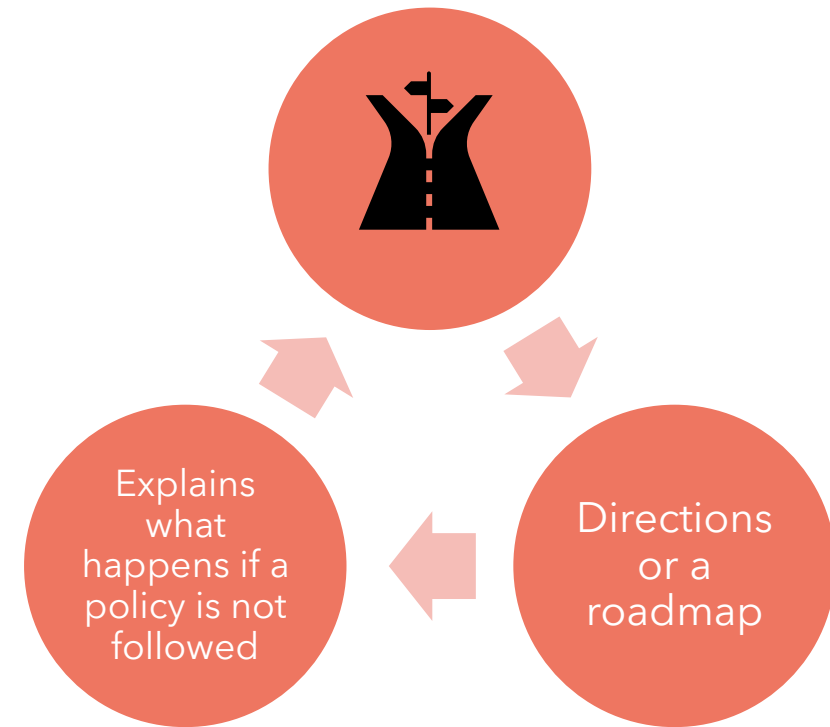




# POLICIES



# PROCEDURES



# Policies/Procedures should be....

- **Simple** to Follow and Understand
- **Shared** with everyone - parents, youth, volunteers, and staff
  - **Written**
- **Approved** by the Board of Directors
  - **Relevant** to your organization
  - AND
- **Define** clear boundaries of conduct i.e., what is acceptable and unacceptable.



# ZERO TOLERANCE STATEMENT

A **zero-tolerance** policy indicates **NO** tolerance for specific behaviors resulting in expulsion or termination from a program; some examples of behaviors are *physical/sexual abuse, bullying, and carrying weapons....*

**1- What's your red line?**

**2- Are there any more behaviors that can included in a zero-policy statement?**

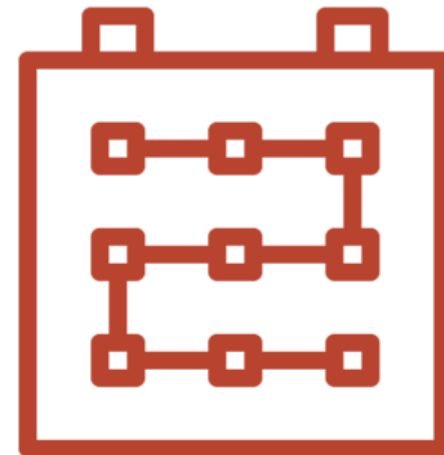


# More Policies



- Inappropriate/Appropriate physical contact description
- Cell phone usage
- Social Media
- Electronic Communication

- Inappropriate/Appropriate verbal Interactions
- Bullying
- One-on-One Interactions
- Gift-giving policy



The image features a white background with several abstract geometric elements. A large blue semi-circle is positioned on the right side, containing the text 'Reporting/Responding' in white. To its left is a purple circle. Further left are two vertical teal dashes, an orange square outline, and a teal dashed line. In the top right, there is an orange L-shaped line and a teal circle. The text 'Reporting/Responding' is centered within the blue semi-circle.

Reporting/Responding



# Poll 3

Reporting

What would  
you do?

**Jasmen Smith is 13 years old and attends the Youth Empowerment after-school program. She comes to you as the Director of her after-school program to report she's being abused.**

# Reporting abuse in North Carolina



## Mandatory Reporting



Call Local DSS

Report of sexual abuse  
(physical abuse,  
neglect, or  
dependency) received

The law: § 7B-301. Duty to report abuse, neglect, dependency, or death due to maltreatment.

(a) Any person or institution who has cause to suspect that any juvenile is abused, neglected, or dependent, as defined by G.S. 7B-101, or has died as the result of maltreatment, shall report the case of that juvenile to the director of the department of social services in the county where the juvenile resides or is found. The report may be made orally, by telephone, or in writing.

**Process** - Call your county Department of Social Services (DSS) with report information; if the allegation involves a non-caretaker contact your local police department.

**TIP:** Keep the number for each county and have it handy. Each DSS will have an after hours call line, so a report can be made at any time.



*"Active investigation continues of Youth Empowerment failure to report child abuse"*

# Reporting/Responding

Investigation continues of Youth Empowerment failure to r...

<https://rccatalyst.>

Services (DSS) complaint of unreported child abuse that allegedly occurred at Youth Empowerment, Inc. This case involves a 14 year-old female who reported child abuse to an employee of Youth Empowerment, Inc. When this information was not reported to DSS in turn as required, a complaint was made on June 13, 2018 to FCPD. The incident occurred months before the date of discovery by the Board of Directors.

Everyone has a duty to report in cases where there is suspected child abuse and/or neglect by a parent, guardian, custodian or caretaker. There are laws in NC that require that a report be made.

**What are some possible reasons for not reporting?**

# What's included in the report?

- Name and address of the juvenile**
- Name and address of the juvenile's parent, guardian, or caretaker;**
- Age of the juvenile;**
- Names and ages of other juveniles in the home;**
- Present location of the juvenile if not at the home address;**
- The nature and extent of any injury or condition resulting from abuse, neglect, or dependency;**
- Any other information which the person making the report believes might be helpful in establishing the need for protective services or court intervention.**
- Provide your name, address, and telephone number. \***

Refusal of the person making the report to give a name shall not preclude the department's assessment of the alleged abuse, neglect, dependency, or death as a result of maltreatment.

# Responding with Care

01

Comforting, listening, and finding (have a list of possible options available) assistance for victims

- Careful not to retraumatize
- Do not make promises you can't keep

02

Reporting incidents internally -*supervisors, Board of Directors,* externally - *DSS and police* , and parents

03

Ensuring confidentiality not secrecy



# GROUP ACTIVITY

**1-REVIEW** Youth Safety Webinar -  
Scenarios

2- Answer questions for each scenario

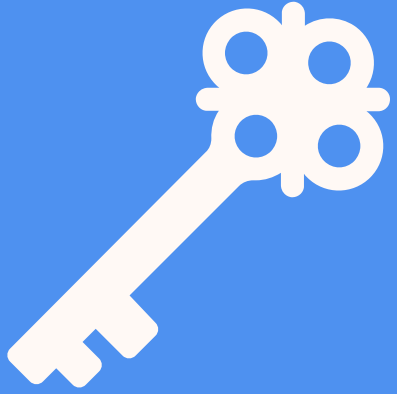
3- Each group choose a reporter, reader,  
and notetaker

Time: **12** minutes



# Recommendations

Best practices and checklists



Communication is  
Key!

Schedule an Orientation for  
summer camp employees

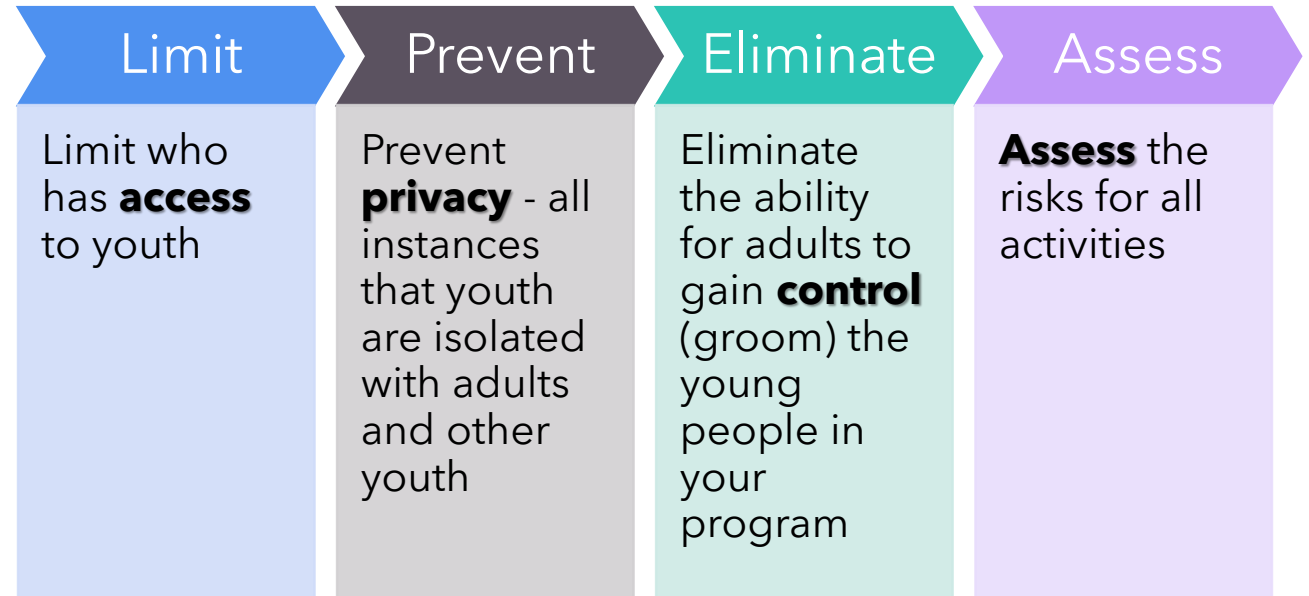
- Review policies & procedures
- Go over emergency plans
- Monitoring & Supervision Protocols

Debrief at the end of your  
program

- Discuss challenges and successes
- Recommendations for  
improvement
- Discuss the effectiveness of policies



# Create a Safe Environment



# FINAL CHECKLIST

General liability insurance obtained to cover all activities

Parents/guardians have signed permission forms and waivers of liability for each participant

Applications have been completed for each volunteer or staff person

Develop guidelines for releasing young person to non-parent, and get names of authorized individuals from parents

Screen and complete background checks on all adults who will have contact with youth

Implement a "Code of Conduct" for everyone participating in the program, as well as policies and procedures covering: *Sexting, Bullying, Cyber Bullying, Drug Abuse, Abuse of Social Media, Sexual/Physical Abuse, Fighting, Gang activity*



# Checklist continued....

Develop protocols for ensuring that youth and adults (including participants, leaders, trainers, and parents) with disabilities and others with access and functional needs, including accommodation needs, can take part in the program

Develop protocols for how adults and minors interact in the program

Understand state laws related to volunteering and working with children

A first aid kit is stocked and available

Facilities and equipment meet safety standards

Sensitive information is protected, especially the names and contact information of youth and adult program participants. Be sure to collect emergency contact information for youth

If paying stipends over \$600, prepared to complete the 1099-MISC form

# Additional Training

Darkness to Light:

<https://www.thenewstewards.org/>

- Online and in-person trainings available

Prevent Child Abuse North Carolina:

<https://preventchildabusenc.org/online-trainings/>

The Virtual Lab: [www.virtuallabschool.org](http://www.virtuallabschool.org)

- An online resource and training



# Thank you



Workshop documents:  
<https://bit.ly/3r8hYUj>



Questions:  
tash@conservationfund.org



- [www.resourcefulcommunities.org](http://www.resourcefulcommunities.org)