



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

ABUSE AS AN EMPOWERMENT TACTIC

WILDERNESS RISK MANAGEMENT CONFERENCE
ALBUQUERQUE, NM

November 1, 2019

THE DISCONNECT

AND WHY IT MATTERS

“There is more in us than we know. If we can be made to see it, perhaps for the rest of our lives we will be unwilling to settle for anything less”

- Kurt Hahn, Founder Outward Bound

“Shame corrodes the very part of us that believes we are capable of change.”

- Brené Brown, Researcher and Author

INSIDE OUT

SEXUAL ABUSE STATISTICS

- Statistics on Abusers
 - 90% of youth sexual abuse victims know their abuser
 - The younger the victim the more likely it is a family member
 - 40% of abuse is by another youth – however, most adolescent abusers do not go on to abuse as adults
- Reported Statistics on Those Abused
 - 60 - 80% of abuse is not reported
 - 1:4 girls and 1:6 boys are sexually abused
 - Peer to peer abuse is up 300% in 3 years
 - 70% of all sexual assaults are towards youth under 17

SEXUAL ABUSE IMPACT

The immediate effects of sexual abuse often include:

- depression
- anxiety
- aggression
- self-harm

Long-term effects may include:

- poor physical and mental health
- impaired social skills and academic performance
- developmental and behavioral problems
- an increased participation in high-risk activities like drug abuse or sexual promiscuity

Child abuse costs the United States approximately \$103 billion per year.

ADDRESSING THE ISSUE

- With Participants
 - Make your policies clear in your marketing
 - Make your policies clear when tone setting
 - Prioritize prevention and teach prevention
 - Have multiple people involved
 - Let participants lead in what they want to talk about by providing a space for discussions on sensitive topics, but not pushing
- With Staff
 - Make your policies clear when advertising and hiring
 - Dedicate time during training to address prevention
 - Prioritize prevention and teach prevention
 - Create a culture of talking about abuse and reporting
 - Have multiple people involved

COMPONENTS

- Policies
- Screening and Selection
- Training
- Monitoring and Supervision
- Internal Feedback Systems
- Consumer Awareness
- Responding
- Administrative Practices

POLICIES

- Set Your Standards
 - Define zero tolerance
 - Define inappropriate and appropriate
 - Monitor exceptions

SCREENING AND SELECTION

- Make a Part of Hiring
 - Screen all staff not just front line
 - Screen consistently and use information

TRAINING

- Raise Awareness Consistently and Repeatedly
 - Establish a system so all staff are trained
 - Require annual training for field staff
 - Address abuse often and in all trainings
 - Use internal data to guide training and curriculum needs

MONITORING AND SUPERVISION

- Reduce Privacy Situations
 - Have a clear structure for supervision
 - Use multiple methods for monitoring
 - Plan for high risk times

INTERNAL FEEDBACK SYSTEMS

- Collect and Use Data
 - Remove barriers for reporting
 - Implement a way to report anonymously
 - Collect data in a systematic way
 - Have a simple process for getting data to right person

CONSUMER AWARENESS

- Teach Youth and Parent/Caregivers
 - Provide information about your policies
 - Prioritize prevention and teach prevention
 - Have a clear process for youth and parent/caregivers to report information

RESPONDING

- Establish a Consistent Response
 - Develop written policies for how field staff will respond to abuse allegations
 - Develop written policies for how supervisors and administrators will respond to abuse allegations
 - Develop a continuum of responses
 - Take all reports seriously and respond immediately

ADMINISTRATIVE PRACTICES

- Support a Culture of Safety
 - Create board involvement
 - Ensure consistency
 - Manage interactions with partners or outfitters



We take the safety of children, youth and vulnerable adults seriously. The Y is about youth development: kids and young adults must be safe to grow, thrive and reach their potential in a nurturing environment. The mistreatment or neglect of members, participants and everyone in our care and the resulting severe effects are of primary concern.

Unacceptable and acceptable behaviors and actions related to abuse prevention and boundaries with children, youth and vulnerable adults served: the following chart is intended to give clarity to unacceptable interaction between staff (employee or volunteer) and children, youth and vulnerable adults and the consequences for those actions. The lists are illustrative and not all-inclusive; other behaviors may be identified. Refer to appropriate exceptions for certain programs, age groups and situations.

<p>NOT ALLOWED: Behaviors that, when substantiated and the employee knew or should have known the rule, represent gross misconduct and employment will be terminated with the likelihood of rehire eligibility prohibited, even if it is the first offense. See age or program exceptions under <i>Appropriate</i>.*</p>		
<p>TOUCHING:</p> <ol style="list-style-type: none"> 1. Sexual abuse, molestation 2. Physical abuse, punishment, discipline (eg. use of physical force, striking, whether used for behavior management or not) 3. Physical inappropriate interaction (eg. touching breast or genital area*, wrestling, twisting nipples, massages*, caressing*, sitting on lap*, patting on bottom*, kissing) <p>OTHER ACTIONS:</p> <ol style="list-style-type: none"> 4. Bigotry (eg. making derogatory comments, including making fun of the individual/individual's family, national origin, religion, sexuality, ethnicity, disabilities, sexual orientation, gender; threatening bodily harm to the individual or individual's family/friends.) 5. Bullying, taunting; intimidation of physical force 6. Using inappropriate consequences for behavior (eg. closing child in closet, cabinet; restraining child inappropriately such as tying their hands with string; taping or covering their mouth) 7. Telling or asking a child not to tell an adult or parent of words or actions of staff, volunteers. 	<ol style="list-style-type: none"> 8. Founded violation from DEL, CPS, the state or county agency, or law enforcement agency relating to the safety of children or youth. 9. Failure to fully cooperate with an investigation by the YMCA, law enforcement agency or other authorized outside agency. 10. Sexual exploitation (eg. sharing or taking nude pictures). 11. Accessing, displaying or possessing pornography on Y property or equipment. 12. Being nude in front of youth under your care or direction.* 13. Illegal activity on work time. 14. Undisclosed past criminal history (as required by our disclosure requirements). 15. Using, selling or providing alcohol, marijuana or illegal drugs to participants or in programs. Selling or providing over-the-counter drugs to children and vulnerable participants, except by documented parental authorization. 16. Sex buying on work time and sex trafficking. <p>PROCEDURES:</p> <ol style="list-style-type: none"> 17. Supervisory staff instructing employee in mandatory reporting situation not to make a report. 	<ol style="list-style-type: none"> 18. <i>Unauthorized</i> off-hour contact, including babysitting, movies, foster care, giving rides, weekend trips, dating. 19. <i>Unauthorized</i> social networking with youth, and with young adult social services participants; including texting, Friending, mobile phone use, private or secret messages, intimidating messaging, or posting pictures of Y participants on social media site. 20. Leaving a child behind which leaves a child unsupervised (eg. transitions, transportation). 21. Releasing a child to unauthorized person in programs with controlled pick-up procedures. 22. Leaving other staff person over established ratio by leaving the program when scheduled to be there. 23. <i>Unauthorized</i> time alone; being alone with a single participant where you cannot be observed by other staff or adults.* 24. Taking a child to the bathroom or locker room by self, outside the view of others or without open door 25. Transporting program participant in personal vehicle without clearance from Risk Management 26. Dating a program participant under age 18 (some programs have additional restrictions)
<p>GENERALLY NOT ALLOWED: These behaviors could result in corrective action up to and including termination of employment. Examples of specific exceptions are included, and program exceptions are marked with an asterisk (*) and can be found in the <i>Appropriate</i> section.</p>		
<p>TOUCHING:</p> <ol style="list-style-type: none"> 1. Frontal hugs*, bear hugs (child initiated hug and release acceptable), unwanted touch. 2. Applying sunscreen (ok with younger children to ensure coverage) 3. Holding hands* - intent is to eliminate special, singular relationships (ok for groups, games, preschool and younger children, a child at each hand while escorting) 	<ol style="list-style-type: none"> 4. Lifting*, carrying*, piggy-back or arm-chair rides (exceptions could be for challenge course activities, group games, moving an injured child) 5. Patting on head (demeaning in some cultures) 6. Restraint of a child (eg. strapping child into a chair. Unless: child is in immediate danger to self or others, to avoid harm to a child, physically redirecting child to safety) 7. Rough with children for behavior management (eg. yanking arm, grabbing shoulder, squeezing, pushing child into position) 	<ol style="list-style-type: none"> 8. Roughhousing (aggressive physical contact, often for fun, child not in control of body, tickling, swinging children by ankles or wrists) <p>OTHER ACTIONS:</p> <ol style="list-style-type: none"> 9. Verbal abuse (eg. sarcasm, harsh words, cursing, name-calling, rejecting or stating you do not like a youth, yelling in an aggressive or threatening manner, belittling)

GENERALLY NOT ALLOWED: ...continued

- 10. Neglect – failure to provide for basic needs of children (including failure to ensure children shower, apply sunscreen, have clean diaper. Failure to ensure child is adequately fed, hydrated, and clothed. Denying snack as behavior consequence. Providing inappropriate first aid or medical care. Feeding infant other than as instructed by parent/caregiver.)
- 11. Staff clustering or standing together instead of spreading out for best supervision (ok briefly for communication on playground)
- 12. Personal gifts to children or their parents (includes any gift, note, craft, food or beverage intended to give a child and/or parent special attention not given to others)
- 13. Losing a child, child left activity, unaware child not supervised, unaware of an extra child (depends on child's age, duration, when/where child found, how occurred)

- 14. Failure to supervise child according to program or individual guidelines (depends on program structure, ages, duration, circumstances)
- 15. Crossing boundaries of appropriate/inappropriate emotional and behavioral interaction with youth (including telling stories of personal sexual relationships, illegal activity, siding with participant as opposed to supporting staff with rules, having secrets, off-color jokes)
- 16. Singling a child out for favored attention or giving the appearance of grooming.
- 17. Illegal activity outside program hours or off site.
- 18. Bringing or carrying a weapon into the program (approved secured mace, archery, army/utility knife, Y-rifle shooting are okay)
- 19. Being in possession of or being under influence of alcohol or drugs on site and/or in program. (OK: hosted events)

- PROCEDURES:**
- 20. In mandatory reporting programs, failing to report suspicion of abuse or neglect internally and to CPS.
 - 21. Unattended child in program area (may vary by program, age and duration).
 - 22. Violating reporting procedures or failing to report rule-breaking to supervisor or Puzzle Master.
 - 23. Supervisory staff instructing employee not to report a situation to the Puzzle Master, risk manager or HR.
 - 24. Not interacting with children while supervising, (exceptions could be naps, playground supervision).
 - 25. Being out of ratio without prior advising and approval of supervisor.
 - 26. Failure to follow supervision protocol for high risk areas and times (bathrooms, locker rooms; changing clothes and transitions)
 - 27. Unintentional overdosing, giving wrong medication, or forgetting a dose of prescribed medication.
 - 28. Unintentional serving food with nuts or other allergens to a child with known allergies.

APPROPRIATE: Generally to be encouraged. However, even appropriate touch can be inappropriate when lingering or excessive, done for staff's personal pleasure, or when the intention is to give preferential treatment.

REPORTING and CONSEQUENCES

- TOUCHING:**
- 1. Side hugs
 - 2. "A" Frame hugs
 - 3. Shaking hands
 - 4. High fives
 - 5. Hand signs and greetings
 - 6. Touching upper back, shoulder, arms, hands, legs at knees and below.
 - 7. Fixing hair (i.e. put clip back in, put hair in ponytail or braid to remove from face; group activity ok, but NOT ok for selected special attention or prolonged time with any one person)

APPROPRIATE, ALLOWABLE EXCEPTIONS FOR PROGRAMS AND AGE GROUPS

- EXCEPTIONS for INFANTS, TODDLERS & YOUNG PRESCHOOLERS:**
- 1. Patting on bottom (infants)
 - 2. Holding hands
 - 3. Sitting on lap
 - 4. Sitting close, arm around body
 - 5. Frontal hugs
 - 6. Lifting & carrying
 - 7. Back rubs
 - 8. Caressing
 - 9. Cleaning diaper area
 - 10. Helping young child at toilet

- EXCEPTIONS for SWIM INSTRUCTORS & AQUATIC STAFF:**
- 1. Lifting and carrying
 - 2. Sitting close, holding close
 - 3. Arm around body
 - 4. Holding hands
 - 5. Being nude and dressing within sight of participants may be unavoidable; (distancing these activities by allowing time between class leaving and employee entering locker room will help.)

- EXCEPTIONS for CHALLENGE COURSE LEADERS:**
- 1. Touching general private areas necessary to ensure appropriate fit of harnesses; (verbally describing the safety checks while doing them is helpful).

- EXCEPTIONS for FITNESS INSTRUCTORS:**
- 1. Touching body areas to identify areas for focus.

- EXCEPTIONS for ONE-ON-ONE PROGRAMS:**
- 1. Transporting program participant in personal car if an authorized driver for one-on-one programs.
 - 2. One-on-one non-physical interaction ok for staff with specified clearance in young adult programs, family mental health programs, *authorized* mentoring programs and contracted programs for one-on-one services.

- EXCEPTIONS for DEVELOPMENTALLY DELAYED YOUTH & ADULTS:**
- 1. Appropriate touch and boundary guidelines determined on a case by case basis.

- 1. **Report** observations, knowledge of rule-breaking or an incident to your supervisor and the Branch Puzzle Master.

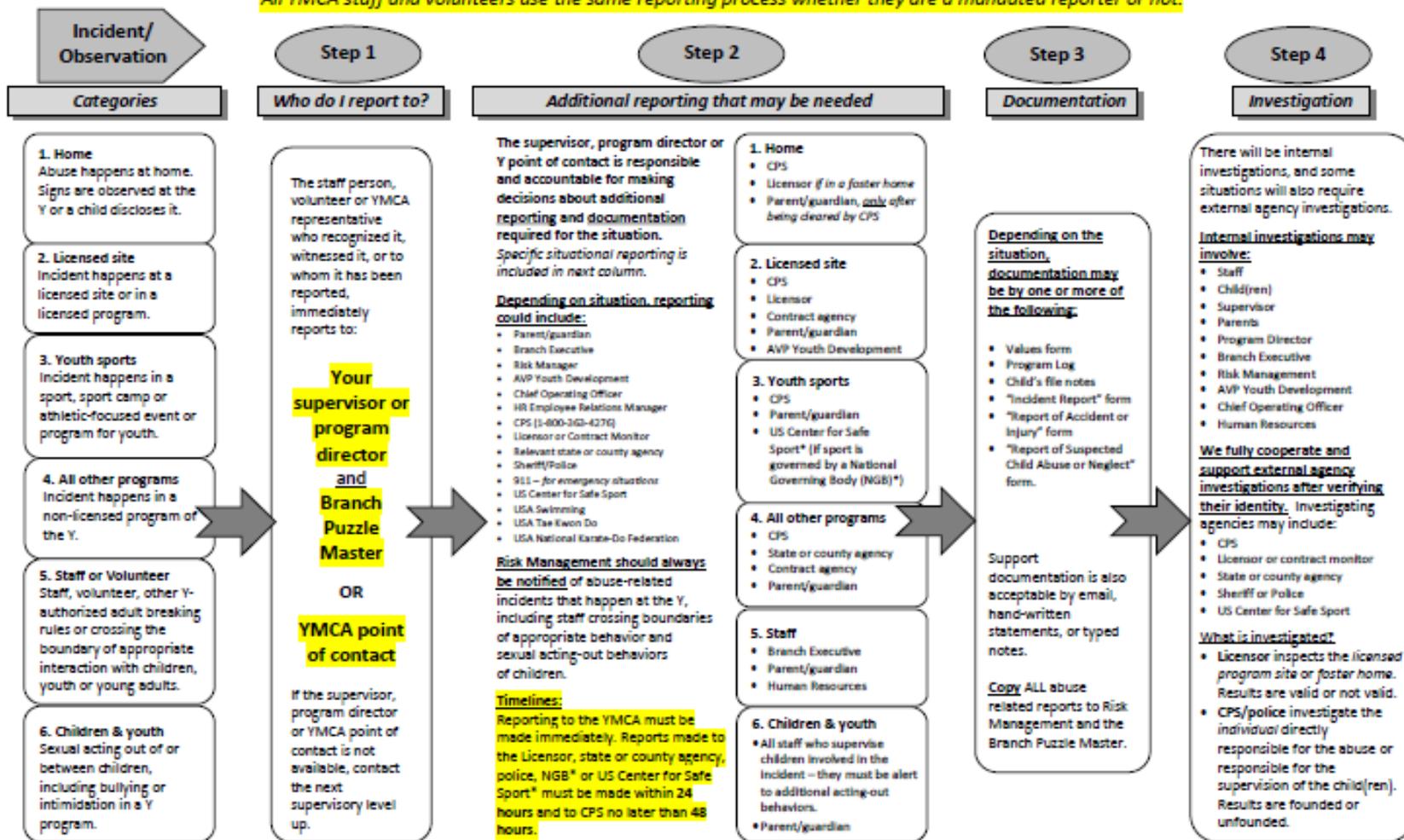
Refer to Abuse Prevention Reporting Procedures on page 3 for further information.

- 2. **Consequences** may include all forms of corrective action up to and including termination. Self-reporting is encouraged and may impact consequences.
- 3. All efforts will be made to help **supervisors** support their staff successfully. However, supervisors may also have consequences similar to those of their employees when it can be shown they have not provided adequate support to ensure procedures and abuse prevention rules are followed.

Abuse Prevention Reporting Procedures

5/10/2019

All YMCA staff and volunteers use the same reporting process whether they are a mandated reporter or not.



<p>What is reportable abuse?</p> <ul style="list-style-type: none"> • Physical abuse • Sexual abuse • Sexual exploitation • Negligent treatment or maltreatment • Abandonment <p>Further descriptions are included on SharePoint.</p>	<p>Staff breaking rules and children acting out may not qualify as an abuse incident. However, it is critical to report these incidents to the Puzzle Master and to the supervisor.</p>	<p>The Puzzle Master provides a safety net to ensure that next steps are taken, and watches for trends in behaviors that may be identified as sexual interaction by or between children or grooming by employees, volunteers or members.</p>	<p>Who is a mandated reporter?</p> <ul style="list-style-type: none"> • Professional school personnel, nurses, doctors, social services counselors, licensed child care providers or their employees, placement specialists and living skills program staff. • Any adult authorized by the Y to interact with youth in a sport or athletic-focused event or program. • Also, any supervisor who has reasonable cause to believe that a child has suffered abuse or neglect caused by a person over whom he/she regularly exercises supervisory authority, including employees, volunteers and independent contractors. <p>All Y staff use the same reporting process described above, whether they are a mandated reporter or not.</p>	<p>CPS call:</p> <p>The person who recognized, witnessed, or to whom an incident of abuse has been disclosed ensures that a report is made to CPS. Sometimes CPS will require direct communication with the original reporter/observer.</p> <p>The decision to call CPS depends on whether it is reportable abuse. For example, just breaking YMCA rules is not reportable.</p> <p>Although CPS is not the investigating agency outside of licensed programs, they are generally our first call when we are reporting because they know when to refer to police for investigation and they will do that for us.</p>
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Abuse situations can occur: 1) at home or away from the Y, signs are observed at the Y or a child makes a disclosure; 2) at licensed sites or in contracted programs; 3) in sport programs and events for youth; and 4) in all other Y programs. **At the Y:** 1) staff (employee or volunteer) can break rules or cross boundaries of appropriate interaction with children, youth or young adults; or 2) children & youth can sexually act out by themselves or with other children, including bullying or intimidation.

Educating participants: Participants may be informed in a manner that is age appropriate of their right to set their own "touching" limits for personal safety, and they will be encouraged to tell an adult if someone is abusing them.

Reporting and Documenting Abuse or Neglect and Other Unacceptable Behaviors

1. I am aware that I am a mandated reporter if I am a teacher or professional school personnel, nurse, doctor or professional social services counselor, or I work in a licensed child care program or I am a placement specialist or living skills program staff, or I am an adult who interacts with youth in sports and athletic-focused programs and events, OR I have regular supervisory authority over any employee, volunteer or contractor whom I believe has caused a child to suffer abuse or neglect; and I understand I am required by law to report known or suspected instances where a child, youth or vulnerable adult (or developmentally disabled person) has been abused or neglected, and not doing so is considered a gross misdemeanor.
2. I understand the YMCA expects me to follow the same abuse reporting procedures whether I am a mandated reporter or not.
3. At the first reasonable cause to believe that *abuse or neglect* exists, and no more than 24 hours, it should be reported to my supervisor or program director and the designated branch representative (Puzzle Master), or if I am a volunteer it should be reported to my YMCA point of contact, so that proper reporting can be initiated. If the supervisor, program director or YMCA point of contact is not available, I understand I should contact the next supervisory level up. Inability to consult with a supervisor, program director, Puzzle Master or YMCA point of contact should not delay a call to authorities.
4. Information regarding abuse or potential abuse or neglect should be documented in writing; a report to CPS should be documented on the form, "Report of Suspected Child Abuse or Neglect."
5. At the first reasonable cause to believe that *an employee or volunteer* has crossed the boundaries of acceptable YMCA interactions or has abused a participant, even if it was not during working hours, his or her conduct should be reported to my supervisor or program director and the Puzzle Master (or branch executive) or to my YMCA point of contact. Appropriate actions will be taken regarding the employee or volunteer, including suspension or termination from YMCA employment or volunteer status, and the YMCA's protocol for making a report to the appropriate authorities will be followed.
6. Confidentiality of information related to abuse is crucial and should be limited to the immediate supervisor and/or branch executive and designated member(s) of the Association office staff. However, inappropriate and sexualized behaviors initiated by participants towards others in YMCA programs will be shared with the Puzzle Master and other staff or volunteers who work with the participant.

Confirmation of Understanding

I have read the YMCA's "Abuse Prevention Rules" and "Abuse Prevention Reporting Procedures." I agree to abide by the program rules and boundaries for staff and volunteer relationships with children, youth, and vulnerable young adults as stated. I also understand that the branch Puzzle Master plays a crucial role in determining if grooming and rule breaking is occurring. I will report all rule breaking to my branch Puzzle Master (or YMCA point of contact if I am a volunteer). I will also report all sexualized behavior of youth to the Puzzle Master or YMCA point of contact to help prevent peer-to-peer abuse.

I UNDERSTAND VIOLATIONS OF THE YMCA "ABUSE PREVENTION RULES" MAY RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING DISMISSAL (SEPARATION OF EMPLOYMENT). I ACKNOWLEDGE I AM AWARE OF MY RESPONSIBILITIES AND I HAVE RECEIVED A COPY OF THE ABUSE PREVENTION RULES.

Branch _____ Print Name _____ Signature _____ Date _____

CREATING AN EMPOWERING CULTURE

SAFETY TALKS

- First Day
- Given by someone in power
- Explain Why – we care about you
- Explain How
- Make it clear that abuse is not OK by anyone – staff or other participants
- Create a culture around sharing and openness

WRITE YOUR OWN SAMPLE SAFETY TALK

SCENARIOS

SUGGESTIONS FOR DISCLOSURES

- Find a private place to talk, but within view of another staff person.
- Do not panic or express shock.
- Express you believe them and reassure that it is good to tell.
- Reassure that it is not their fault. They are not bad.
- Determine the youth's immediate need for safety.
- Let the young person know that you will do your best to protect and support them.
- Let the young person know what you will do.
- Report to the proper authorities.

SCENARIOS

TAKE AWAY

Does your organization have clearly defined policies around abuse?

Has your organization defined appropriate and inappropriate touch?

Do you address abuse prevention in multiple ways during training?

Do you have a clear reporting method?

How do you monitor staff?

Does your organization have a clear response policy?

DO YOU TALK ABOUT ABUSE AND PREVENTION?

Please write a list of action items



THANK YOU

Courtney Aber
YMCA BOLD & GOLD
206 382 53443
caber@seattleyymca.org