Abuse Prevention: Back To The Basics
Things to Consider When Returning to On-Site Programming

Hosted by Insurance Board and Praesidium
Why Are We Talking About This?

• Returning to fully on-site programming

• Shifting expectations

• Examining what has worked and what changes are needed
Essentials for Returning to On-Site Programming
Understand How Adult Offenders Operate

Knowing how adult offenders operate helps you minimize opportunities for offenders.

✔ Access
✔ Privacy
✔ Control
Policies and Procedures

Review child abuse prevention policies for necessary updates

✔ Do current policies and procedures reflect the emerging needs of your church?

✔ Determine whether changes are required to improve the effectiveness or clarity of the policy or procedure.

✔ Examine policy changes made during Covid-19 and consider whether they fit the present needs of your ministry.
Contemplate whether your ministry will continue to include virtual programming. If so, do your electronic communications policies provide guidance for those interactions?

✔ Use electronic communication sparingly and strategically.

✔ Ensure your policies include behavioral expectations for one-on-one virtual interactions.

✔ Set limits on when and how staff and volunteers can communicate with youth virtually.
Pre-existing Social/Familial Relationships and Outside Contact

Set realistic guidelines for staff and high access volunteers regarding contact outside your ministry.

✔ Are staff and high access volunteers allowed to spend time with youth outside of programming?
  ✔ If so, what notification or limits are placed on these interactions?

✔ How do you manage outside contact when there is a preexisting social or familial relationship with youth?

✔ Are your expectations formalized in writing and shared with youth and parents?
Youth Code of Conduct

Create or update your organization’s Youth Code of Conduct.

✔ Ensure your Youth Code of Conduct contains any recent updates to your Youth protection policies.

✔ Ensure the Code of Conduct addresses appropriate online interactions both during and outside of virtual or in-person programming.

✔ Clearly define standards for staff, volunteers, and youth and share with youth and parents.
Screen Employees and Volunteers

Rescreen and retrain any seasonal employees and high access volunteers.

- Rescreening assesses any life changes that may have occurred while an employee was furloughed.
  - Background check these individuals if they’ve been out of programming for 6+ months.
  - Redistribute an updated Code of Conduct to all returning employees.

- Retraining level-sets expectations surrounding Youth safety. Topics should include:
  - Foundational abuse prevention
  - Any revised policies or procedures
Retrain all employees and high-access volunteers.

- Strategically plan what training topics to share with employees and high-access volunteers. Topics should include:
  - All child abuse prevention policies and procedures
  - Refresher training on response procedures
  - Refresher training for supervisor response to incidents

- Identify methods to ensure ongoing awareness of abuse risk and prevention.
Support Your Staff and High Access Volunteers

Consider the following strategies to continue supporting staff:

✔ Listen for needs and offer resources
✔ Advocate for employee and Youth needs
✔ Allow employees and Youth to vent
✔ Offer encouragement and empathy
The Rule of Three

In all areas of the church and in all activities, require staff and youth utilize the “Rule of Three.”

- ✔ No one-on-one interactions between staff and youth
- ✔ No one-on-one interactions between youth.
- ✔ One staff always maintains two or more youth in their care
- ✔ If necessary, two staff may be with one youth.
Higher Risk Situations

Create supervision plans with best practice procedures for higher risk situations

✔ Bathroom procedures
✔ Transportation
✔ Free time
✔ Overnight trips
✔ Off-site events
Know the Essentials for Preventing Youth-to-Youth Sexual Activity

- Adult supervision is key.
- Provide structured activities at all times
- Maintain approved ratios.
- Create plans for transition times.
- There is no standard definition for “normal sexual curiosity.”
- Staff behavior sets the tone
- Interrupt, respond, report and document
Abuse Prevention Resources
For Insurance Board Participants and Members

Insurance Board has partnered with Praesidium to provide participants and members access to expert knowledge and targeted solutions to help you strengthen your abuse prevention efforts.

Services are available to all IB Members including, United Church of Christ (UCC), Christian Church (Disciples of Christ), Alliance of Baptists, Presbyterian Church (USA), Evangelical Lutheran Church in America (ELCA), and Reformed Church in America (RCA) churches, related entities, and campuses. However, select services are reserved for Program Participants (Policy Holders).

IB Program Participants have access to:
- Praesidium Academy Online Learning
- C.A.S.E. through Academy
- A 50% subsidy for their Background Screening
- Know Your Score! (KYS!) Online Self-Assessment
- Tip of the Month Email

IB Members have access to:
- Praesidium Academy Online Learning
- Access to C.A.S.E. for a Nominal Fee
- Discounted Background Screening
- Know Your Score! (KYS!)
- Tip of the Month Email
KEEP IN TOUCH

J. Ross Mitchell, JD
Risk Consultant
RMitchell@praesidiuminc.com

Praesidium
800.743.6354
PraesidiumInc.com