The background features a collage of images. On the left, a woman with glasses and a white top is engaged in conversation with a man in a blue shirt. On the right, a woman with curly hair wearing a black and white striped shirt is seated at a dark wooden table. The entire scene is overlaid with a white geometric pattern of triangles and lines.

Safe Conduct 2025:
New Research and Best Practices

PRAESIDIUM

ABOUT

PRAESIDIUM

Our mission is to help you protect those in your care from abuse and to help preserve trust in your organization.

Over **30 years** of experience

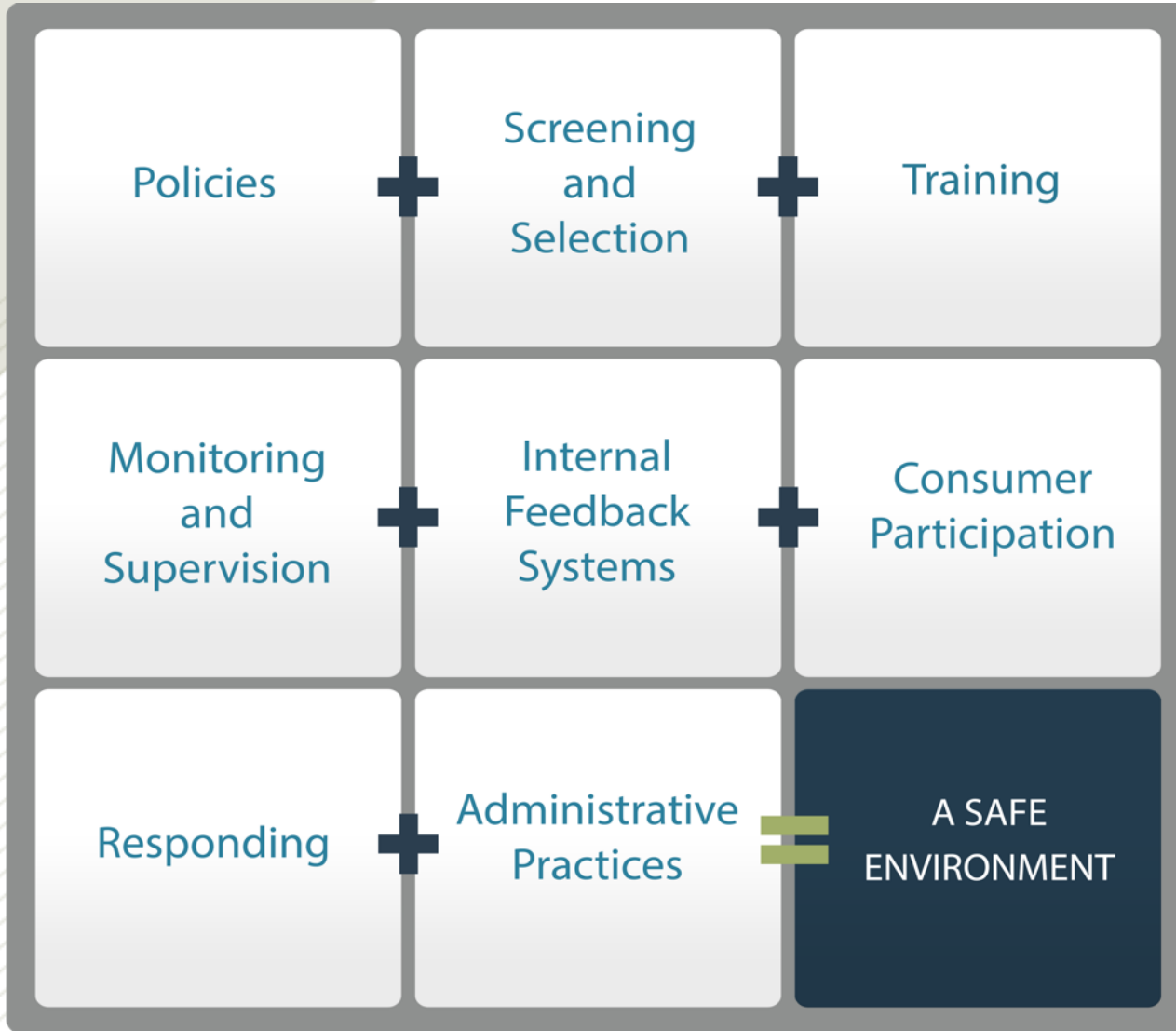
More than **4,000 clients** across diverse industries

Completed thousands of **root cause analyses**

Offer complete range of **risk management solutions**

Developed proprietary **abuse risk management model**





The Praesidium Safety Equation™



DATA/TRENDS



Cases Involving Faith-Based Organizations

Praesidium has analyzed hundreds of cases against faith-based organizations involving sexual abuse and misconduct, and we have identified some significant trends.

94%

Adult-to-Youth

94% of reported cases were of adult-to-youth abuse. Less than 2% were youth-to-youth.

68%

Single Victim

68% of cases involved a single victim and 32% involved multiple victims.

84%

Contact Abuse

84% of cases involve contact

\$300M+

Negligent Supervision

The highest average payouts for negligence cases are for those involving Negligent Supervision – 22 cases, averaging \$308 Million.



Continuing to watch the trends in historic versus recent allegations & claims

\$59 M

For incident dates 10+ years ago, the average payout was \$59M

\$53 M

For incident dates within the last 10 years, the average payout was \$53M

The average payout, regardless of case age, for cases involving a Negligence claim was \$56.2M

Negligent Supervision \$308 M

Negligent Hiring \$7.7 M

Negligent Retention \$7.7 M

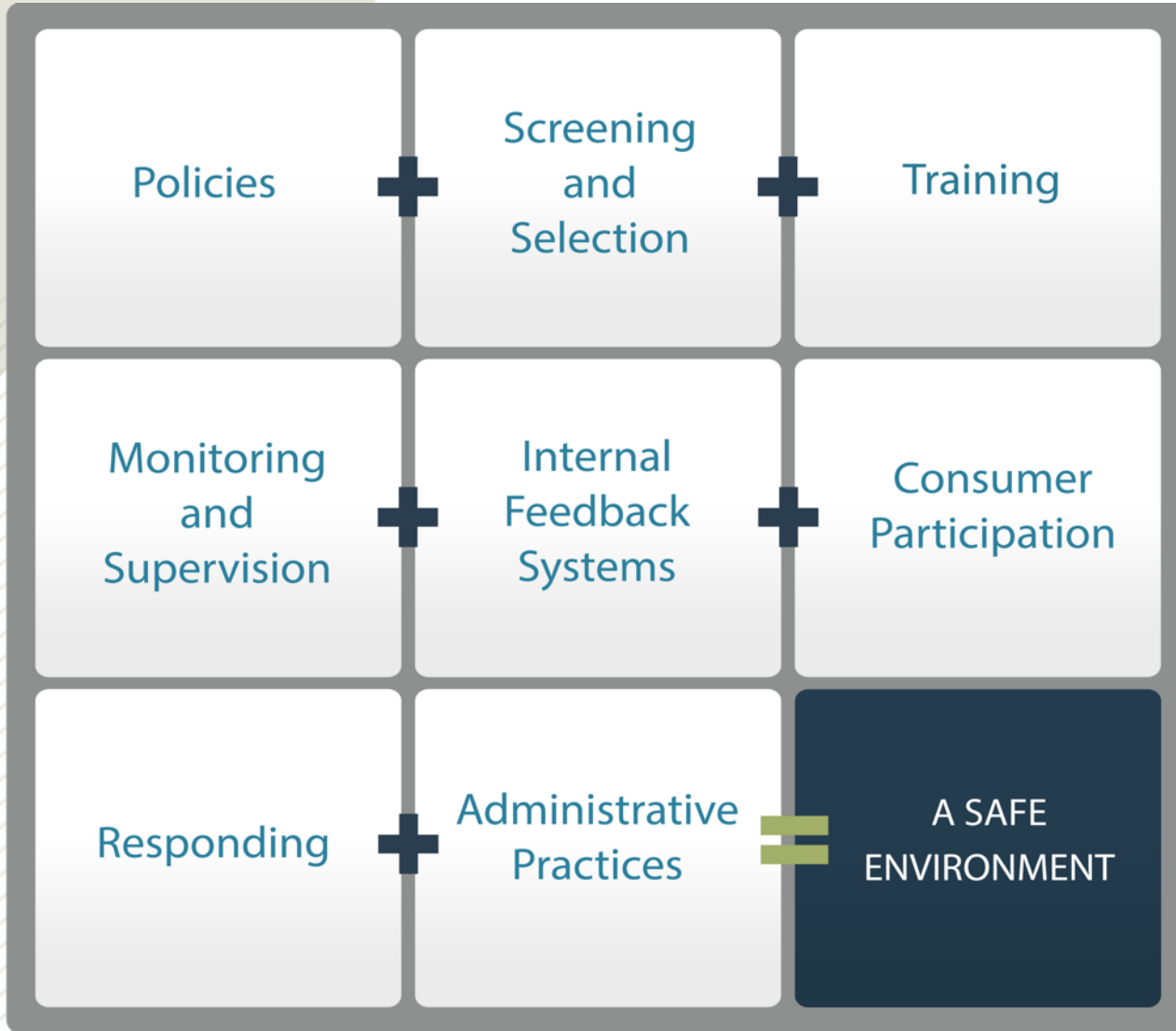
General Negligence \$27 M



CASE STUDIES



ABUSE IS PREVENTABLE



The Praesidium Safety Equation™

Establish policies for clergy, staff, and church members

Define Boundaries

- Remove ambiguity by clearly listing types of conduct prohibited in your organization
- Include a zero tolerance statement and define appropriate and inappropriate interactions between clergy, staff, and church members

Create Institutional Memory

- Formalize policies regarding boundaries, interactions, and responding procedures
- Take warning signs of inappropriate behavior seriously
- Treat each case the same
- Do not minimize or excuse anyone's behavior

Communicate Effectively

- Develop a communication plan to distribute new abuse prevention policies
- Consider using multiple platforms such as email, social media, church meetings, bulletins or other methods to communicate this information to everyone in the organization

Develop a screening process to screen for risk

- ✔ Don't rely on background checks alone
 - *Many offenders do not have a criminal record for abuse or harassment.*
- ✔ Encourage applicants to self select out
 - *Affirm and reinforce your organization's zero tolerance policies and commitment to a safe and positive environment during the screening process*
- ✔ Ask interview questions that assess behaviors
 - *When asking behaviorally based questions, listen for problematic responses*
- ✔ Get the most out of references
 - *If a response concerns you, probe further and ask follow up questions!*

Train people with skills to recognize and respond

- ✓ The right content
 - *Descriptive*
 - *Preventative*
 - *Addresses the risk inherent in ministry/churches*
- ✓ Easy to access and use
 - *Are we offering training to everyone who needs or wants it?*
- ✓ Targets the right people the right way (blended learning)
 - *In-person for leadership*
 - *Online training for staff and volunteers*
- ✓ Easy to verify compliance
 - *How do we know if the people who need training have taken it?*

Create a Formalized Monitoring System

Step 1: Identify high risk conditions and/or individuals



Step 2: Develop a system for monitoring these conditions and/or individuals



Step 3: Develop a method for documentation of monitoring



Step 4: Create a method to review this documentation

COMMON BARRIERS

TO RESPONDING

OVERRESPONSE
OR
UNDERRESPONSE

FEAR OF MAKING
A FALSE
ALLEGATION

FEAR OF
RETALIATION OR
OTHER
CONSEQUENCES

UNCLEAR
POLICIES OR NO
FORMAL
MECHANISM FOR
REPORTING

Creating a culture that encourages addressing low-level concerns requires identifying barriers and actively working to break them down.

Critical Questions – Best Practices

- ✔ Do you have written policies that clearly define physical, emotional, behavioral, and electronic communication boundaries? How are these distributed?
- ✔ Who has access to the vulnerable populations you serve?
- ✔ Do you require all staff and volunteers to complete training that is preventative not just reactive? Does it include youth-youth abuse prevention?

Critical Questions – Best Practices

- ✔ Do you have specific procedures for managing high-risk locations and ministries?
- ✔ Do you have a written procedure for responding to suspicious behaviors that do not raise to the level of abuse, including youth-youth situations?
- ✔ Do you know your state's mandated reporting obligations?
- ✔ Do you have a critical incident plan if someone comes forward to report current or historical abuse? How would you support them?



Creating a Culture of Safety



Standards are clear



Standards are enforced



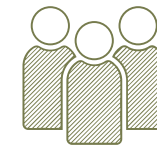
Everyone knows safety is part of their job



Everyone takes warning signs seriously



Everyone reports their concerns



Employee engagement is high



Quality is institutionalized

Journey to Commitment



Complacency



Compliance



Commitment

Ignorance

- Denies an abuse could happen
- Hopes past success will prevent future abuse
- Has few standardized procedures
- Responses are punitive

Prideful

- Uses regulatory requirements as standard of care
- Focus on reacting to abuse rather than preventing it
- Relies on training, background checks & a policy
- Minimizes red-flag behaviors

Humble

- Voice from the top
- Uses a systems approach (standards, resources and accountability)
- Asks “what’s next?”
- Seeks external confirmation & assistance

VISIT [PRAESIDIUMIB.COM](https://praesidiumib.com) TO LEARN MORE ABOUT

SERVICES

IB Program Participants have access to:

- ✓ Praesidium Academy Online Learning
- ✓ C.A.S.E. through Academy
- ✓ A 50% subsidiary for their Background Screening
- ✓ Praesidium Assessment Tool
- ✓ Tip of the Month Email

SEPTEMBER 3-4, 2025

PRAESIDIUM IMPACT SUMMIT



> SCAN TO REGISTER!





THANK YOU!

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