The Enough Abuse Campaign,
Prevent Child Abuse New Jersey,
New Jersey Partnership to Prevent Child Sexual Abuse

Present

PREVENTING CHILD SEXUAL ABUSE IN YOUTH-SERVING ORGANIZATIONS

Presentation by:
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Prevent Child Abuse New Jersey
Why Do We Need Child Sexual Abuse Prevention Policies?
Enough Abuse New Jersey

Mission:

Prevent people from sexually abusing children now.

Prevent children from developing sexually abusive behaviors in the future.
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Strategy:

Build a broad-based, statewide movement of concerned citizens to prevent child sexual abuse, community by community.
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VIDEO
What gets in our way?

Brainstorm…

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What gets in our way?

• Lack of knowledge about scope of the problem
  “It can’t happen here.”
• Lack of understanding of the harm done,
  “Boys will be boys.”
• Embarrassment about talking of sexual abuse
• Easier to just do nothing
• Lack of resources
• Fear of offending volunteers or employees
• Overwhelmed about how or where to start…
One size does not fit all

Tailor safety messages to fit circumstances:

• Schools
• Foster care homes
• Recreational programs
• Faith-based organizations
• Youth activity organizations
• Sports leagues
Goal

Enhance your organization’s strengths

Decrease your organization’s vulnerabilities
Tailor responses to needs

- Mission of your organization
- Setting in which the care is provided
- Type of contact employee or volunteer will have with the child
- Special Issues, e.g. vulnerability of the child
- Catalyst and commitment for this effort

Adapted from CDC report on Youth Serving Organizations and OJJDP Guidelines for screening care providers
Tailor responses to circumstances

- Financial resources
- Existing policies and procedures
- Legal and insurance requirements
- Hiring needs
- Physical layout of the organization
- Relationship with other organizations, parents, etc.

Adapted OJJDP Guidelines for Screening Care Providers

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Step One: Support Survivors

• Do no harm to those who have already been sexually abused

• Coordinate with efforts that address the experiences and needs of victims/survivors
Create a Plan that is Possible

enough secrets.
enough shame.
enough hurt.
enough confusion.
enough denial.
enough child sexual abuse.

UNITARIAN UNIVERSALIST
ASSOCIATION OF CONGREGATIONS
Recommendations for ALL Organizations Serving Children
1. Post a clear and accessible child-safe policy

- Clear and easily understandable
- Publicized and distributed to staff, parents and volunteers
- Approved by the Board
- All employees/volunteers should sign
Sample Child-Safe Policy

This organization is committed to the safety and wellbeing of all children and youth accessing our services. We have taken steps to educate our staff about the risks related to child sexual abuse, instituted policies and practices to protect children from the risk of child sexual abuse and trained our staff and volunteers about proper reporting requirements.
2. Analyze the risk of harm and minimize that risk

- How and where could it happen
- Create “review team” to identify strengths and weaknesses
- Develop risk management plan
What to look for...

- Visibility
- Monitoring Access
- Security
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Identify Policies to Fit Mission

It depends…

Match mission to policy!
Adequate Resources

- Financial
- Staff
- External Expertise
- Existing Policies
3. Develop codes of conduct for adults and children

A code of conduct is a set of rules outlining the responsibilities, boundaries, and proper practices for an organization.
Building Prevention Responses

**Red Light:**
System Intervention

**Yellow Light:**
Organization Responds

**Green Light:**
Positive Interactions Reinforced
Code of Conduct ~ Elements

Youth need good models to learn how to relate appropriately to others:

- Language/Communication
- Dress
- Demonstrations of affection/support
- Discipline
Alternative to “No Touch” Policy

Define different types of touch:

- Ritual
- Athletic
- Nurturing
- Punishing
- Intimacy-Evoking
- Sexual
Code of Conduct

What are the official or unofficial codes of conduct you have in place?
Code of Conduct

• Be flexible
• Understand audience (culture & age)
• Who weighs in?
• Establish safety
• Simplify – be clear and specific
Code of Conduct
Consider boundaries of inappropriate behavior

- Writing personal letters or texts to a child
- Making personal phone calls to a child
- Having personal internet exchanges with a child
- Sending personalized gifts to a child
- Offering unauthorized rides
- Spending time outside of designated work times/activities
- Telling sexual jokes
- Showing explicit material
- Taking pictures of a child
4. Recruit and hire suitable employees and volunteers
Basic Screening

• Written application
• Face-to-face interview
• Reference checks
• Criminal background check, if legally required
Basic Screening PLUS

- Develop brief video about organization and its commitment to child sexual abuse prevention
- Discuss organization’s strict reporting policies
- Ask questions aimed at assessing applicant’s responses to specific scenarios
- Conduct a Google search

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Basic Screening

Reasons to Disqualify Applicants:

• History of violence or sexually abusive behaviors
• Termination from previous positions due to misconduct with a child
• Conviction or pending investigation for a crime involving children
5. Educate staff and volunteers about the risk of child sexual abuse

- Assess what the organization needs to know
- Tailor information to different audiences
- Create opportunities for participation
- Train multiple times
- Be sensitive to survivor needs/experiences
- Incorporate into organizational culture
Key Education Concepts

Process:
- Assess organization BEFORE you train
- Set clear goals for training
- Identify WHO will be trained
- Understand the context/motivation
- Tie training content to mission
Key Education Points

Content:

• *Why* you should care
• Trauma-informed to recognize survivors needs
• Basics of behavioral signs to look for
• Real life scenarios for practice
• Identification of community resources
ENOUGH
Abuse
Strategies
For your Family
and Community

Presentation by the
Massachusetts Child Sexual Abuse Prevention Partnership (MCSAPP)
A True Story of Child Sexual Abuse and Survival

For schools, youth-serving programs, parent organizations, faith-based groups, and other family-serving agencies
Building Prevention Responses

• Red Light:
• Yellow Light:
• Green Light:
6. Report and respond appropriately to suspected abuse and neglect
NJ State Law on Reporting

**Any person having reasonable cause** to believe that a child has been subjected to abuse or acts of abuse should immediately report this information to the State Central Registry at 1-877-NJ-ABUSE.

Abuse is the physical, sexual or emotional harm or risk of harm to a child under the age of 18 caused by a parent or other person who acts as a caregiver for the child.

Neglect occurs when a parent or caregiver fails to provide proper supervision for a child or adequate food, clothing, shelter, education or medical care although financially able or assisted to do so.
Create a Reporting Policy

- Detail the organizational procedures
- Designate reporter(s)
- Describe how staff will be trained
- Staff document in writing understanding of policy
- Establish contacts with Child Protective Services
7 Steps to Handle Allegations

1. Provide a caring response to everyone involved
2. Document the allegation and the organization’s responses
3. Notify the proper law enforcement or CPS agency
4. Notify the parents of the victims and immediately take steps to ensure the child’s safety
7 Steps to Handle Allegations

5. Treat the accused with dignity but immediately stop his or her contact with youth

6. Notify the organization’s board of directors, attorney and insurer

7. Call on the designated spokesperson to make any announcements
Implement the Policies You Have

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Questions?

- What feels easiest to do?
- What feels most difficult to do?
Strengthen what you have – Commit to what you need

• Begin with your strengths
• Ensure that the basics are covered
• Consider other needed policies
• Implement the changes you want
• Assess where you are in one year!
Questions?
Additional Resources

- Prevention Child Sexual Abuse in Youth Serving Organizations
  [www.cdc.gov/ncipc/dvp/preventingchildsexualabuse.pdf](http://www.cdc.gov/ncipc/dvp/preventingchildsexualabuse.pdf)

- The Season of Hope: A Risk Management Guide for Youth Serving Nonprofits

- Commit to Kids

- Enough Abuse Campaign
  [www.enoughabuse.org](http://www.enoughabuse.org)
END CHILD ABUSE

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www.preventchildabusenj.org