

PREVENTION AND PROTECTION FROM ABUSE

OR-PRIMA 2015

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OBJECTIVES

- Best practices a public entity can put in place to protect youth and prevent abuse
- Identify programmatic risks
- Identify red flag behaviors of abusers
- Understand barriers to enacting some practices

Access

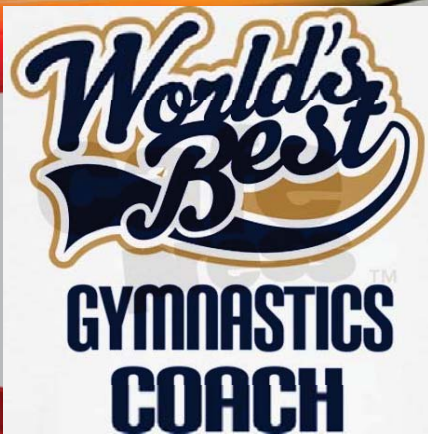
- Search and Rescue
- Interns
- Libraries
- Youth Conservation Corps
- Camps
- Parks



Access

- Cadet programs
- Youth corrections
- Youth care facilities
- Universities
- Music lessons, babysitting, driving lessons





Headlines and Legislation

School employee
Allegations: complaints of
inappropriate behavior
2004 Arrest
2004 Investigation
2005 Conviction

7/1/2005: HB 755, HB 380, HB 2062
Abuse of Vulnerable Persons Act
Schools required to release
discipline records of employees
convicted of sexually abusing
students & to train staff and
educate students and parents

Outcomes

- SIRC, Sexual Incident Response Committee
- Anonymous reporting
- Remind.com
- Social media monitoring
- Child Abuse Prevention Committee and Sub-committee
- Application review enhanced with OJIN background checks
- Training to parents, the community and personnel
- Connect with involved families and provide resources

Characteristics of abusers

- Responsible in the community
- Good at their job
- Charming and personable
- Poor boundaries
- May relate poorly to adults
- Over identify with children/teens
- View children as “accepting/non-judgmental, open-hearted”
- No prior criminal history

Grooming Behavior

- Offers special assignments
- Communicates with texts
- Friends on social media
- Overshares
- Confides
- Offers to provide rides
- Offers tutoring or special help
- Identifies child for special group
- Asks child to stay after normal practice/class/work
- Offers gifts

Reporting

- Grooming behavior is often ignored and underreported
- Protecting and defending abuser
- Don't interview abuser
- Anonymous reporting



Procedures

- Field Trip Requests
- Insurance
- Background checks
- Criminal history checks
- Reference checks



Procedures

- Training to Staff, Students, Parents and Administrators
- Mandatory Abuse Reporting
- Coach/Teacher expectations
- Travel

Employee Expectations

- Limit 1:1 with youth. Always multiple youth or adults
- Meet in public
- Both genders at events/overnighters
- Appropriate transportation
- Volunteers under direct supervision



Investigation

- Law Enforcement Involvement
- Parent Notification
- Enact Safety Plan
- Employer initiated investigation



Family

- Support family
- Provide counseling
- Frequent contact

Best Practices

1. Designate a point person in HR
2. Develop relationships with law enforcement and community
3. Establish chaperone policies
4. Have clear reporting guidelines
5. Have a safety plan





Best Practices

6. Sign-in procedures and badges
7. Train administrators
8. Legal counsel direct investigation
9. Connect with the victims and their families
10. Offer services and support



Best Practices

11. Establish policies around texting, social media use, and general electronic communication
12. Prohibit mixing professional and personal
13. Investigate early and document well
14. Hire an independent investigator
15. Promote 2:1 or 1:2



What Not To Do

1. Ignore reports or concerns
2. Ignore the family
3. Interfere with police investigation
4. Delay reporting
5. Conduct your own investigation before reporting
6. Downplay the significance
7. Accuse the victim
8. Pretend that it can't happen to you

What's Next

- Controlled text and email. Remind.com
- Controlled group social media pages
- Volunteers (including coaches and specialized music instructors) under direct supervision
- Guidelines on pictures
- Enhanced screening for volunteers/mentors/specialized contractors
- Restricted access for non-employees

Thank you for
your time and
attention

