



Topics

- ✓ Who is Praesidium?
- ✓ Scope of the Problem and Types of Abuse
- ✓ Adult-to-Youth Abuse and Boundary Violations
- ✓ Preventing False Allegations
- ✓ Youth-to-Youth Abuse and Sexualized Behaviors
- ✓ Managing Higher-Risk Situations
- ✓ How to Respond



Jessica Scibona, LMSW

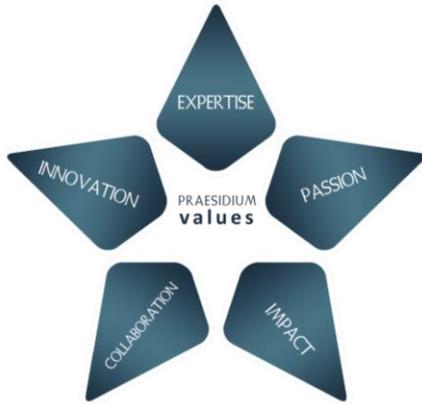
Account Manager, Education



Jessica Scibona works closely with Praesidium's social services agencies as well as other youth-serving organizations. In collaboration with the Praesidium team, Scibona trains employees and volunteers, conducts risk assessments, and performs accreditation visits to ensure the protection of youth and vulnerable adults from abuse. Prior to coming to Praesidium, Scibona worked with youth in residential treatment, victims of domestic violence at a local shelter, and in mental health and medical social work for under served populations. Scibona graduated from Texas State University with a bachelor's degree in psychology and obtained a master's degree in social work from the University of Texas at Arlington.



About Praesidium



“To help you **protect those in your care** from abuse and to help **preserve trust** in your organization.”

Two decades of experience

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

Completed thousands of **root cause analyses**

Developed proprietary **abuse risk management model**

Offer complete range of **risk management solutions**



**Abuse is NOT a
Natural Disaster**



Responding to abuse is not
synonymous with
preventing abuse

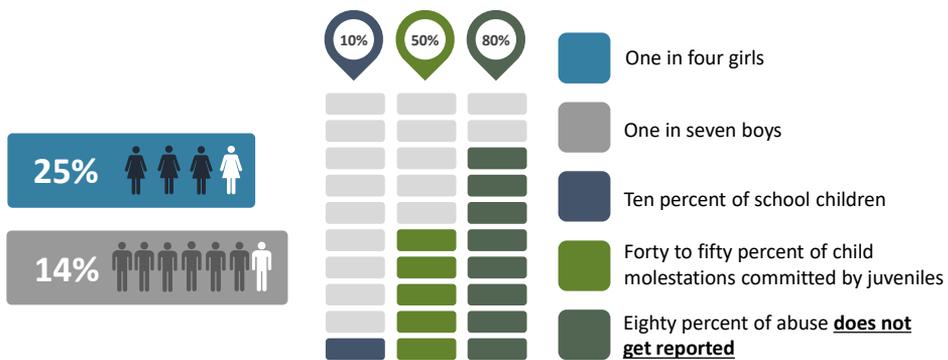


We believe abuse is
PREVENTABLE

Praesidium Safety Equation[®]

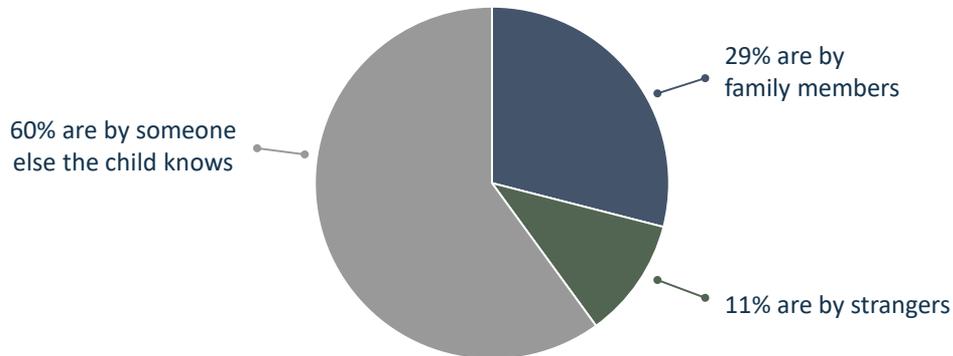


Scope of the Problem



Who is Most Likely to Molest a Child?

Of all molestations that are committed:



Are you surprised by these numbers? What did you expect?



Youth-to-Youth Abuse

17,000 reported incidents between
Fall 2011 and Spring 2015

For each incident involving an
adult, **seven** incidents of abuse
by another youth occur

Majority of incidents involve youth
10 years or older

"Hidden horror of school sex assaults revealed," [Associated Press](#) (May 2017)





Effects of Abuse on Victims

1

Psychological

2

Educational

3

Behavioral

4

Interpersonal

5

Sexual



Effects of Abuse on Organizations

1

Threat to a program's mission

2

Long-term damage to reputation

3

Large plaintiff awards

4

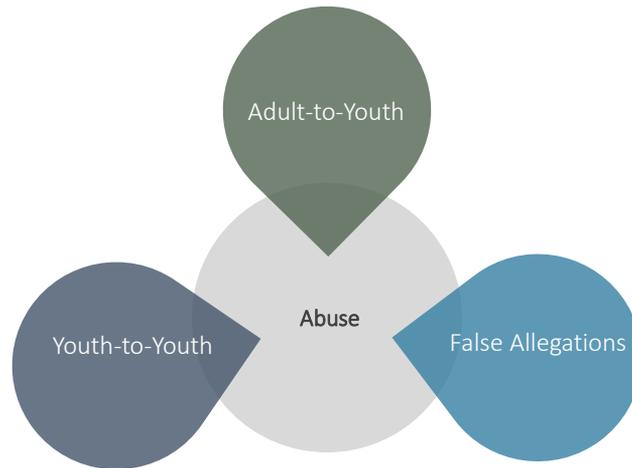
Loss of financial resources for services
Jeopardizes insurability

5

Decreased productivity and morale and increased turnover



Types of Abuse



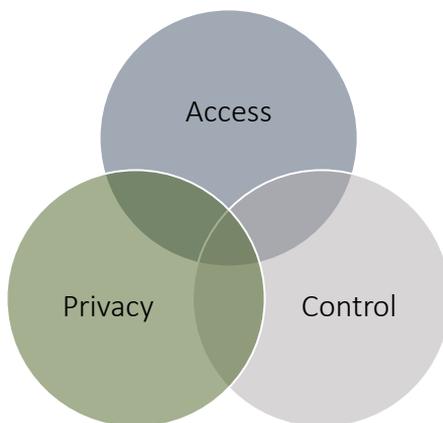
Adult-to-Youth Abuse

How Adult-to-Youth Sexual Abuse Occurs

Types of Adult Offenders



How Adult Offenders Operate



✓ Access

✓ Privacy

✓ Control

Warning Signs in Adult Offenders

- ✔ Prefers time and friendships with youth more than adults
- ✔ Gives special gifts to youth, especially without permission
- ✔ Engages in too much physical contact with youth
- ✔ Bends the rules for certain youth
- ✔ Ignores policies about interacting with youth
- ✔ Has “favorite” or preferred youth
- ✔ Uses inappropriate language or jokes
- ✔ Behaves as a peer with youth rather than a supervising adult
- ✔ Uses social networking sites and text messages to contact youth privately or away from programming
- ✔ Finds reasons to spend time alone with youth



Do's & Don'ts of Physical Affection

Do's of Affection:	Don'ts of Affection
✔ Patting minors pm the head, back, or shoulder	✘ Any form of unwanted affection
✔ Side hugs	✘ Kissing
✔ Fist bumps and high fives	✘ Hands in pockets
✔ Holding hands while walking (young children)	✘ Full frontal hugs
✔ Verbal praise or recognition	✘ Touching minors in genital, chest or buttocks areas
	✘ Laying down or sleeping beside minors
	✘ Letting a minor cling to the legs
	✘ Holding a minor on the lap
	✘ Massages given by minors or adult
	✘ Patting minors on the bottom or the thigh
	✘ Tickling or wrestling
	✘ Games involving inappropriate touching



Blurry Boundaries...

Electronic Communications and Social Media

- ✓ Texting
- ✓ Facebook
- ✓ Instagram
- ✓ Twitter
- ✓ Snapchat
- ✓ Emailing



PRÆSIDIUM

Decreasing Adult-to-Youth Abuse Risks



- ✓ Following policies governing interactions with minors
- ✓ Reducing one-on-one interactions
- ✓ Increased supervision
- ✓ Training

PRÆSIDIUM



False Allegations

Protecting Yourself from False Allegations

- ✔ Use the rule of “three or more” and “line of sight”
- ✔ Don’t show favoritism
- ✔ Follow policies about appropriate and inappropriate interactions
- ✔ Avoid, address, and respond to crushes
- ✔ No secrets with minors
- ✔ Avoid gift-giving
- ✔ Avoid non-group social media and electronic communications

Ask yourself: How would this appear to an outsider?

Youth-to-Youth Abuse

How Youth-to-Youth Sexual Behaviors Occur

- ✓ Opportunity
- ✓ Location
- ✓ Activity
- ✓ Lack of Monitoring
- ✓ Poor Planning



Sexual Curiosity



Sexual Abuse

Preventing Youth-to-Youth Abuse

- ✔ Staff behavior sets the tone; minors should not define what is appropriate behavior.
- ✔ There is no standard definition of “normal curiosity.”
- ✔ Monitoring and supervision is key.
- ✔ Report any sexual activity.



Decreasing Youth-to-Youth Abuse Risks



- ✔ Structured activities at all times
- ✔ Maintain approved ratios
- ✔ Line-of-sight supervision
- ✔ Follow guidelines for affection
- ✔ Maintain “zero tolerance”
- ✔ Document and report policy violations
- ✔ Respond to incidents of youth-to-youth sexual activity





High Risk Situations

High Risk Situations

Activity Risks

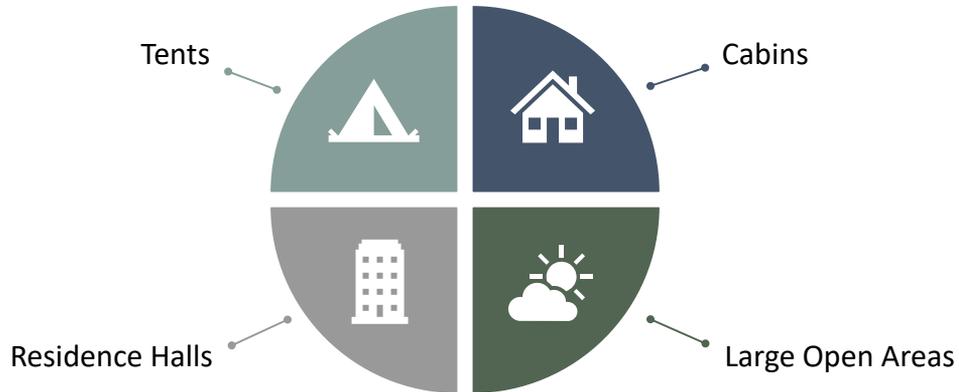
- ✔ Overnight
- ✔ Undressing and nudity
- ✔ Transportation
- ✔ Periods of transition
- ✔ Bathrooms and locker rooms
- ✔ Mixed age groups
- ✔ Youth supervising youth
- ✔ Youth *Truth or Dare* style games

Architectural Risks

- ✔ Isolated areas, rooms
- ✔ Rooms without windows or access to informal monitoring
- ✔ Bathrooms and locker rooms
- ✔ Outdoor/wilderness areas

Overnights

Consider unique characteristics and challenges posed by:



Overnights

1. Clarify the supervision roles
2. Design a supervision plan with particular attention paid to:
 - Free Time
 - Transitions
 - Common Areas
 - Bathrooms
 - Overnights
3. Delineate off-limits areas
4. Communicate all rules and expectations with program participants early on
5. Evaluate who has access to facility and program participants

How to Respond

Reporting and Responding

-  Inappropriate Behaviors
-  Suspicions of Abuse
-  Youth-to-Youth Abuse

Why Reporting is Crucial

- ✔ Protects minors and other victims
- ✔ Protects employees, staff, faculty, students, and volunteers
- ✔ Protects your program and the university

A photograph of several students sitting at desks in a classroom, looking towards the camera. The image is overlaid with a semi-transparent dark blue filter.

Responding to Inappropriate Behaviors or Policy Violations

- ✔ Interrupt and spotlight the behavior
- ✔ Report warning signs immediately to your supervisor or administrator
- ✔ If the behavior does not stop, keep reporting your suspicions up the chain of command
- ✔ Remember you can always report anonymously

Don't wait until you witness an act of abuse – report suspicious behavior and policy violations





Responding to Youth-to-Youth Sexual Behaviors

- ✔ Respond immediately to inappropriate behaviors and notify your supervisor
- ✔ You should not determine if the sexual behavior is abuse or “normal curiosity”
- ✔ Document the behaviors
- ✔ Keep reporting if the minor continues to exhibit inappropriate behaviors



Responding to Suspicions or Incidents of Abuse

- ✔ Interrupt the behaviors if witnessed.
- ✔ Follow mandated reporting requirements to make an EXTERNAL report.
- ✔ Follow all CSU and campus reporting requirements and policies to make an INTERNAL report.
- ✔ Follow documentation requirements.



How to Respond if a Minor Discloses Abuse or Neglect



Remember: It is never your responsibility to probe or investigate.
Always report the allegation up to your supervisor.



Reporting Suspected Abuse to EXTERNAL Authorities



WHO is a Mandated Reporter?

It Depends...

Mandated Reporters are employees or volunteers required to report suspected child abuse and neglect under CANRA and CSU policy.

CSU Policy further categorizes **Mandated Reporters**:

- **General Reporters** who are legally required to report child abuse or neglect *no matter where it occurs*.
- **Limited Reporters** who are legally required to report child abuse or neglect *only if it occurs on CSU premises or at an official activity of, or program conducted by, the CSU*.

*Direct questions about your reporting status to your supervisor or campus **Human Resources Department**.
Even if you are not a mandated reporter, follow best practices in reporting.*



WHO is a Mandated Reporter?

General Reporters include:

- Teaching Associates
- Child care/community care/day care workers
- Campus police officers and staff
- Various physicians, nurses, counselors...
- Youth summer camp employees (events on campus or operated by the CSU)
- Summer Bridge coordinators and residential staff
- Student Life/Residence Hall staff, and outreach staff who participate in overnight programs
- New and Prospective Student Orientation staff
- CSU employees who provide services for children
- Employees in ESL programs and ELP Instructors
- Athletic head coaches, assistant coaches, coaches' assistants, advisors, trainers, and strength/conditioning staff

Limited Reporters include:

- Faculty assigned to teach lower-division undergraduate courses
- Custodial, maintenance, facilities and trades employees who service buildings where children are likely to be present
- All other employees who have regular contact with children or who supervise such employees
- All Management Personnel Plan employees
- All volunteers

*Visit [CSU's website](#)
for more information on who is a Mandated
Reporter and the types of reporters.*



WHAT Types of Conduct Must be Reported?

Child abuse or neglect that occurs on campus property or at an official activity of, or program conducted by, the university.

- Physical Injury
- Sexual Abuse, Sexual Assault, Sexual Exploitation, Statutory Rape
- Neglect
- Willful Cruelty or Unjustified Punishment
- Unlawful Corporal Punishment or Injury

Even if you are not a mandated reporter, follow best practices in reporting suspected abuse.



Child Abuse

Physical Abuse

- physical injury inflicted by other than accidental means on a child, intentionally injuring a child

Sexual Abuse

- Sexual Assault – any sexual touching, sex acts with children, intentional masturbation in the presence of children, and child molestation
- Sexual Exploitation – pornography, prostitution

Neglect

- General Neglect – failure to provide food, clothing, shelter, medical care, supervision
- Severe Neglect – intentional failure to provide, malnutrition, failure to thrive



Child Abuse

Willful harming or injuring or endangering a child

- inflicting or willfully causing or permitting to cause a child to suffer, unjustifiable physical pain or mental suffering, or causing or permitting a child to be placed in a situation in which the child or child's health is endangered

Unlawful Corporal Punishment or Injury

- willfully inflicted, resulting in a traumatic condition



Additional Conduct that Must be Reported

Separate from CANRA, California law requires any person who reasonably believes he or she has observed:

- murder, rape, or certain lewd or lascivious acts
- where the victim is a child under the age of 14 years

to notify a peace officer (such as a campus or community police officer or a county sheriff) of the potential crime.



WHEN to Report

If you suspect → REPORT

When you, in the scope of your employment, *reasonably suspect* that a child has been abused or neglected, then make a report **immediately, or as soon as practically possible.**



Reasonable Suspicions

- “it is objectively reasonable...to entertain a suspicion, based upon facts that could cause a reasonable person in a like position, drawing, when appropriate, on his or her training and experience, to suspect child abuse or neglect” (Penal Code § 11166(a)).
- Reporting triggered even if facts not witnessed by the employee but learned from others

WHERE to Report Suspicions of Abuse

Mandatory Reporting of Child Abuse and Neglect CSU Executive Order 1083 (revised July 2017)

1. Immediately call:
 - a police or sheriff's department;
 - a county probation department (if designated by the county to receive mandated reports); **OR**
 - the county welfare department (Child Protective Services or CPS)
2. Submit a written report within 36 hours, as directed by the campus police department by fax or electronic transmittal
3. Always call campus police or 911 in an emergency or if a crime is in progress
4. Employees are encouraged to also report the incident to their supervisor or other designated administrator / coordinator



Reporting to SDSU Police

If known, employees must provide the following:

- 1) Name, business address, and telephone number of the employee
- 2) Child's name, address, and present location
- 3) Names, addresses, and telephone numbers of the child's parents or guardians
- 4) Source of information that led to the suspicion of child abuse
- 5) Name, address, telephone number, and other personal information of person(s) who might have abused the child



Reporting to SDSU When Information Not Available

- The employee is not excused from making a report where some of the information is not known or is uncertain.
- Reporting to a supervisor, a coworker, or some other person is not a substitute.



Safeguards for Mandated Reporters

- ✔ **Immunity**- Make the report in good faith
- ✔ **Confidentiality**- Your ID and report are confidential
- ✔ **Whistleblower protection**- Supervisors cannot prevent or retaliate
- ✔ **Joint reports**- If 2 people suspect → one report

Follow the applicable documentation requirements



Other Reporting Resources

SDSU Risk Management

(619) 594-5937

SDSU Human Resources

(619) 594-6404

SDSU Title IX Coordinator

(619) 594-6464

San Diego County Child Welfare Services

(858) 560-2191

(800) 344-6000

SDSU Police

(619) 594-4636

(619) 594-5200



Praesidium Solutions

Armatus® Learn to Protect Training System

Other Training Solutions

Know Your Score! Online Self Assessment

On-Site Risk Assessment and Accreditation

Minors on Campus Survey

Management Systems Review

Model Policies and Policy Analysis

Screening and Selection Solutions

Confidential Reporting Helpline

Consultation Services

Crisis Management and Victim Assistance

[Learn more about Praesidium's Partnership
With California State University](#)



KEEP IN TOUCH

Candace Collins, JD
Director of Education
CCollins@PraesidiumInc.com

Jessica Scibona, LMSW
Account Manager
JScibona@PraesidiumInc.com

Praesidium
817.801.7773

www.PraesidiumInc.com
Info@PraesidiumInc.com