



PRAESIDIUM



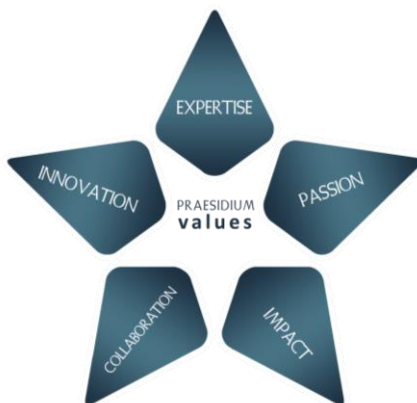
Keeping Your School Safe

Tips for Preventing Sexual Abuse

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

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**

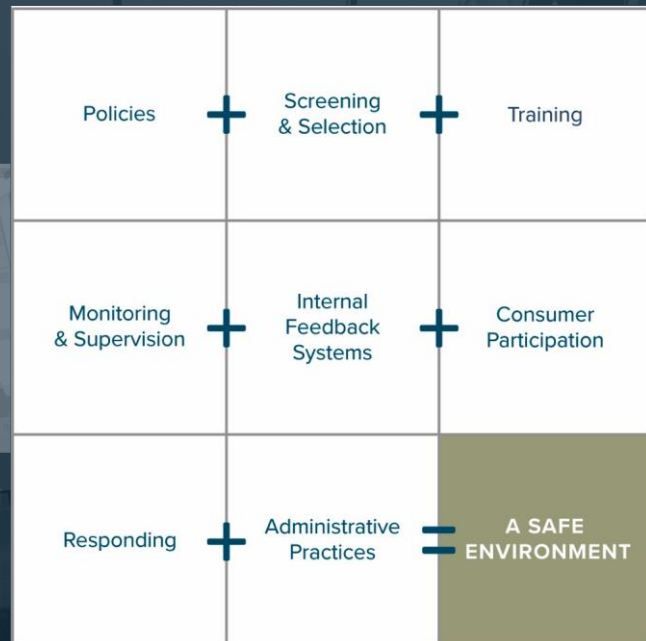
Developed proprietary **abuse risk management model**

Offer complete range of **risk management solutions**

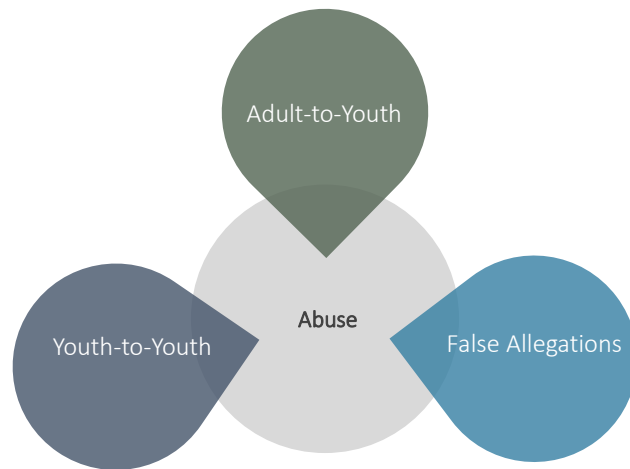


We believe abuse is
PREVENTABLE

Praesidium
Safety
Equation[®]



Types of Sexual Abuse



Adult-to-Youth Abuse and Boundary Violations

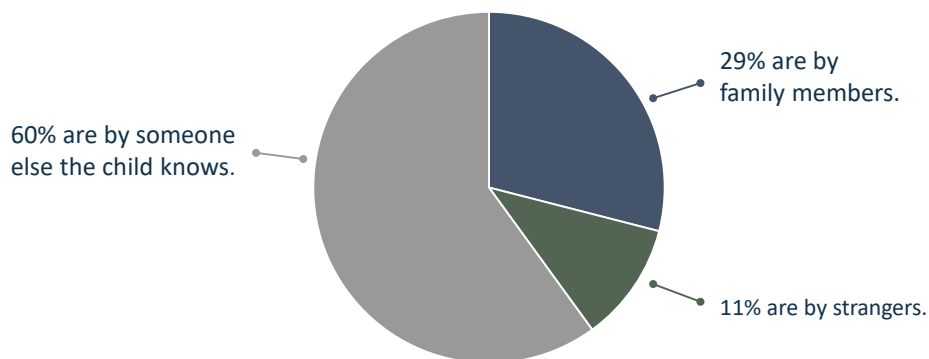
Scope of the Problem



25th
PRAESIDIUM

Who is Most Likely to Abuse a Child?

Of all Sexual Abuse Cases that are perpetrated:



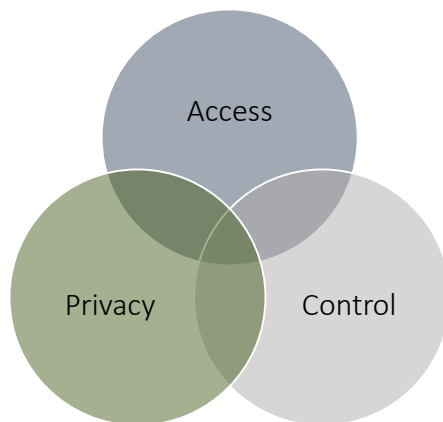
Are you surprised by these numbers? What did you expect?

25th
PRAESIDIUM

Types of Adult Offenders

- 1 Type 1: Preferential
- 2 Type 2: Situational
- 3 Type 3: Indiscriminate

How Adult-to-Youth Abuse and False Allegations Occur



✓ Access

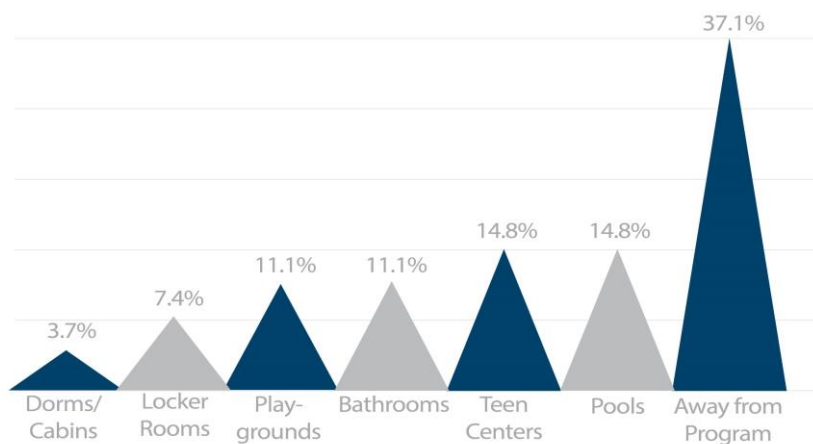
✓ Privacy

✓ Control

Red Flag Behaviors

- ✓ 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

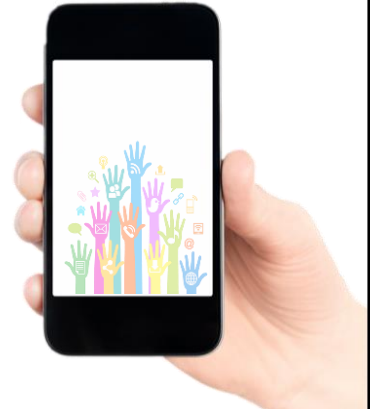
Praesidium Data Trends: Where Adult-to-Youth Sexual Misconduct Occurs



[Download the Praesidium Report](#)

Establishing Better Boundaries with Youth

- ✓ Texting
- ✓ Social Media
- ✓ Emailing
- ✓ Babysitting
- ✓ Tutoring
- ✓ After Hours Coaching or Lessons
- ✓ Close Knit Community



25th
PRAESIDIUM

Do's & Don'ts of Physical Affection

Do's of Affection:	Don'ts of Affection
<ul style="list-style-type: none"> ✓ Patting students on the head, back, or shoulder ✓ Side hugs ✓ Fist bumps and high fives ✓ Holding hands while walking (young children) ✓ Verbal praise or recognition 	<ul style="list-style-type: none"> ✗ Any form of unwanted affection ✗ Kissing ✗ Hands in pockets ✗ Full frontal hugs ✗ Touching minors in genital, chest or buttocks areas ✗ Laying down or sleeping beside minors ✗ Letting a child cling to the legs ✗ Holding a child on the lap ✗ Massages given by children or adults ✗ Patting children on the bottom or the thigh ✗ Tickling or wrestling ✗ Games involving inappropriate touching

25th
PRAESIDIUM



Preventing 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 students
- ✔ Avoid gift-giving
- ✔ Avoid non-group social media and electronic communications

Ask yourself: How would this appear to an outsider?

Decreasing Adult-to-Youth Abuse and False Allegation Risks



- ✓ Following policies governing interactions with students
- ✓ Reducing one-on-one interactions
- ✓ Increased supervision
- ✓ Training and increased awareness

Youth-to-Youth Abuse and Sexualized Behaviors

Student-to-Student Abuse

17,000 reported incidents between fall 2011 and spring 2015

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

Majority of incidents involve students **10 years or older**

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

PRÆSIDIUM

How Youth-to-Youth Sexualized Behaviors and Abuse Occur

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



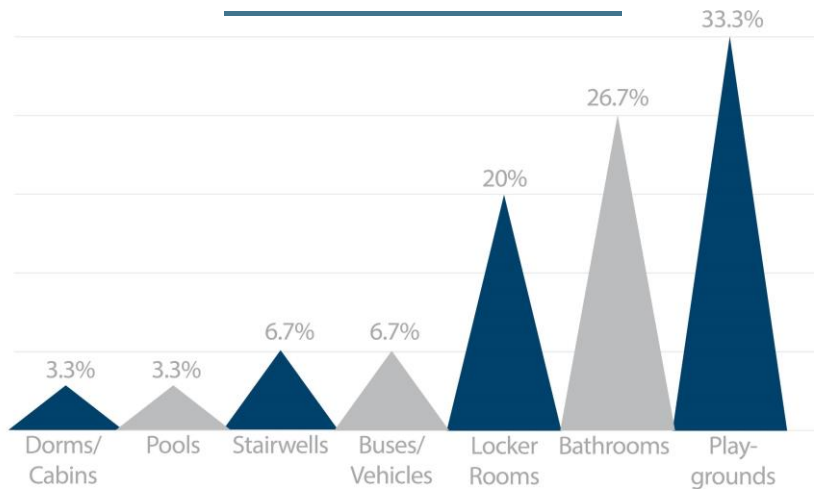
Sexual Curiosity



Sexual Abuse

PRÆSIDIUM

Praesidium Data Trends: Where Youth-to-Youth Sexualized Behaviors and Abuse Occur



[Download the Praesidium Report](#)

25
PRAESIDIUM

Preventing Youth-to-Youth Sexualized Behaviors and Abuse

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

25
PRAESIDIUM

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

Managing Higher-Risk Situations

Higher-Risk Situations

Activity Risks	Architectural Risks
<ul style="list-style-type: none"> ✓ Overnight ✓ Undressing and nudity ✓ Aquatics ✓ Transportation ✓ Periods of transition ✓ Bathrooms and locker rooms ✓ Mixed age groups ✓ Free time ✓ Youth <i>Truth or Dare</i> style games 	<ul style="list-style-type: none"> ✓ Isolated areas, rooms ✓ Rooms without windows or access to informal monitoring ✓ Bathrooms and locker rooms ✓ Outdoor/wilderness areas

Bathroom and Locker Room Tips

1. Make isolated areas strictly off-limits, except when monitored by adults.
2. Follow the Rule of Three.
3. When possible, take group bathroom breaks. Have an adult stand outside the doorway, within earshot.
4. When possible, limit the number of students in a bathroom to the number of stalls.
5. Prohibit horseplay.

Travel and Overnight Tips

Consider unique characteristics and challenges posed by:



Travel and Overnight Tips

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



Understanding Adult-to-Adult Inappropriate Interactions *including Sexual Harassment*

Scope of the Problem

90,000+ reports of unfair employment practices in businesses and organizations across the United States in 2016

Between anywhere of 25% to 85% of women report having experienced sexual harassment

10% of men report having experienced sexual harassment (make up 15% of claims)

75% of harassment goes unreported

75% of harassment victims experienced retaliation when they spoke up

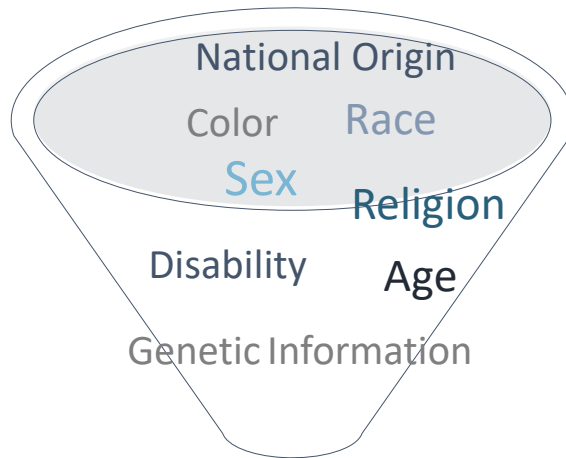
\$482 million awarded to victims of unfair employment practices

\$22,500 a year per employee affected

[2016 EEOC Fiscal Year and Litigation Data](#)

Lots of Governing Laws Designed to Prevent Harassment and Discrimination

- Federal Law
- State Law
- Case Law



Harassment

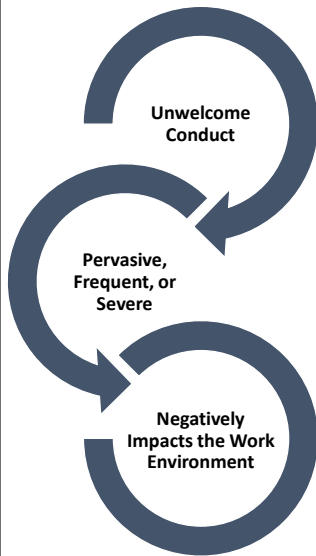
Harassment

- ✓ When a person is subjected to **unwelcome negative experiences** that are offensive and **pervasive, frequent, or severe** and which **impact their work environment**
- ✓ Harassment might be based on:
 - Race
 - Religious creed
 - Nationality
 - Ancestry
 - Disability
 - Medical condition
 - Marital status
 - Age
 - Sexual orientation
- ✓ **Sexual harassment** is a specific kind of harassment
- ✓ Federal and state laws prohibit these forms of harassment

A background image for the 'Sexual Harassment' section. It shows a woman with glasses and a ponytail sitting at a desk, looking at a laptop. A man in a white shirt and tie is standing behind her, holding a white mug and pointing at the laptop screen. The image is overlaid with a dark blue semi-transparent filter.

Sexual Harassment

What Behavior Constitutes Sexual Harassment?



Behaviors and actions that:

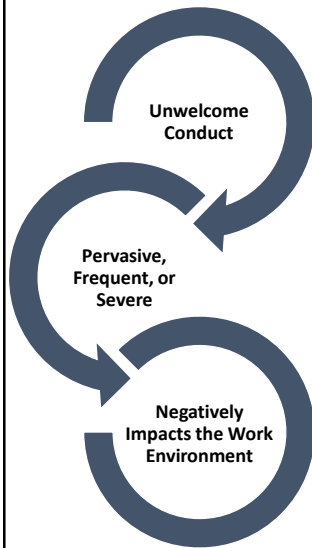
1. Are unsolicited and/or unwelcome;
2. Have a negative impact on the complainant; and
3. Are offensive to a **“Reasonable Person”**

If yes to all three, the actions and/or behaviors likely rise to the level of sexual harassment.

What Does Sexual Harassment Look Like?

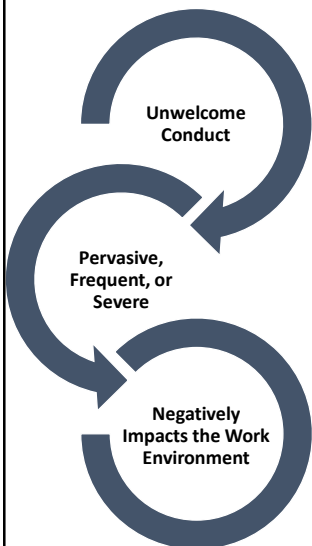
- Brushing up against a person's body
- Blocking a person's path
- Graffiti about a person's sexuality
- Staring at a person's body parts
- Name calling such as "bitch", "slut", or "whore"
- Sending someone unwanted sexual materials
- A consensual or nonconsensual relationship creates a sexually charged, hostile or intimidating environment
- Inappropriate comments
- Fuzzy boundaries
- After-work gatherings
- Inter-office relationships
- Innocent physical contact

Types of Sexual Harassment: Quid Pro Quo



- ✓ Latin phrase *“this for that”*
- ✓ Classic example includes superior asking for a sexual favor in exchange for something else, such as a raise, a bonus, a favorable evaluation, or some other opportunity

Example: Quid Pro Quo?



Jamie is the parent of two students at Elite Prep. Jamie is very active in and beloved in the Elite Prep community and is one of its biggest donors. Since Jamie's divorce, Jamie has made multiple inappropriate comments to Morgan, Elite Prep's Development Officer. Morgan feels uncomfortable, but the school needs Jamie's donations to keep certain programming afloat so Morgan just laughs it off.

At the annual gala, Jamie grabs Morgan and tries to kiss Morgan. When Jamie's overture is rejected, Jamie tells Morgan if Jamie's behavior is reported, Jamie will withhold donations and get Morgan fired.

Morgan is now faced with a choice: report Jamie's behavior, risk reporting this and no one believing it because "Jamie wouldn't do that," risk the job, and possibly feel responsible for having to shutter programs due to Jamie's withholding of donations, or say nothing, continue to have interactions with Jamie, and remain uncomfortable at work.

Types of Sexual Harassment: Hostile Work Environment

A hostile environment is created by engaging in the following inappropriate conduct:

✓ Physical

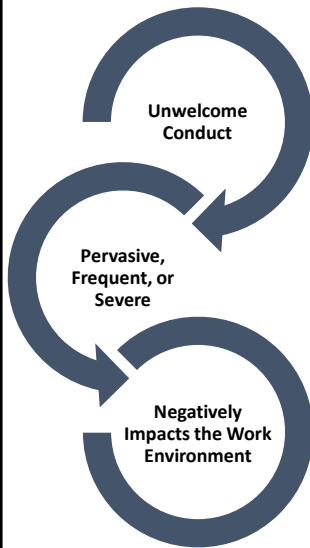
- Unwelcome sexual advances
- Groping, kissing, unwelcomed touching, etc.

✓ Verbal

- Sexual verbal comments (insults or comments about bodies, sexuality, etc.)
- Jokes including sexual language, references, scenarios, etc.
- Sexual gestures

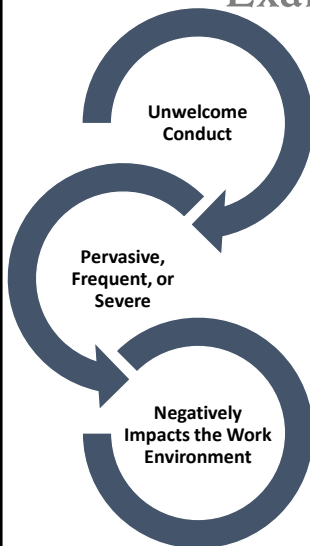
✓ Visual

- Sexual photographs, cartoons, calendars
- Inappropriate emails or screensavers
- Essentially any material, comments, or behaviors of a sexual nature



PRÆSIDIUM

Example: Hostile Work Environment?



Coach Ari, the Head Coach at Elite Prep, has a Sports Illustrated Swimsuit calendar hanging inside the coaches office in the locker room. This calendar features many models wearing bikinis.

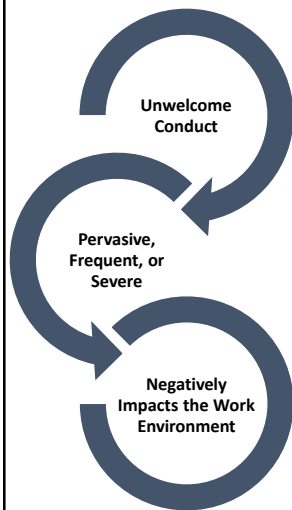
Coach Kendall sees it and asks Coach Ari to take it down. The other coaches, however, love the calendar and ask Coach Ari to leave it up.

Coach Ari criticizes Coach Kendall for being such a prude and leaves the calendar up. When Coach Kendall again asks Coach Ari to take the calendar down, Coach Ari refuses.

Coach Ari and the other coaches begin to make fun of Coach Kendall for being so sensitive and make disparaging references to Coach Kendall's sexual orientation. Coach Kendall is no longer invited to lunch with the other coaches and feels isolated from the rest of the coaching staff.

PRÆSIDIUM

More Examples: What do you think?



Jordan and Alex, both teachers at Elite Prep, had previously been in a relationship but have recently broken up. They continue to attend Tuesday night happy hour with their co-workers. At happy hour, Jordan continues to refer to Alex as “honey,” “sweetie,” and “baby” as if they were still dating.

On the weekends, Jordan sends Alex sexually charged text and Facebook messages. Alex has asked Jordan to stop, but the behavior continued.

Frustrated, Alex asked Taylor, Elite Prep’s Head of School, to tell Jordan to stop this behavior. After Taylor talked to Jordan, Jordan began coming up behind Alex and whispering in Alex’s ear, which made Alex cringe. Alex is considering leaving Elite Prep because Jordan’s persistent behavior makes Alex uncomfortable.

Risk Factors that May Impact Sexual Harassment

- Imbalanced or skewed gender ratios
- High power differentials
- Less experienced staff
- Highly sexualized workplace
- Existence of other forms of discrimination
- Largely ignoring the issue of sexual harassment, except to joke about it

Who Can Claim Sexual Harassment?

- ✔ Anyone in the office who is impacted by the inappropriate behavior may file a claim for sexual harassment
- ✔ Direct
 - The target of the harassing behavior
- ✔ Indirect
 - There is no requirement that a person be a target of sexual harassment in order to bring a claim. If the person found the behavior offensive or unwelcome and the behavior had a negative impact on them using the reasonable person standard, the person may file a claim of sexual harassment

How to Respond

Reporting and Responding



Inappropriate
Behaviors



Suspicious of
Abuse



Youth-to-Youth
Sexual Behavior

Why Reporting is Crucial

- ✓ Protects students and other victims
- ✓ Protects employees, students, and volunteers
- ✓ Protects the school and your program



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

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



Responding to Suspicions or Incidents of Abuse

- ✔ Interrupt the behaviors if witnessed.
- ✔ Follow mandated reporting requirements.
 - ✔ ALL School Employees are Mandated Reporters under [Oregon State Law](#)
- ✔ Report immediately to your supervisor or designated administrator.
- ✔ Follow documentation requirements.

How to Respond if a Youth Discloses Abuse or Neglect



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

Responding to Youth-to-Youth Sexual Behaviors

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

Definitions of Child Abuse

✓ Abuse

- ✓ Mental Injury
- ✓ Sexual Abuse
- ✓ Sexual Exploitation
- ✓ Physical Injury cause other than by accidental means

✓ Neglect

✓ Child is defined as:

- ✓ An individual under the age of 18; or
- ✓ An individual under the age of 21 residing in a Child Caring Agency (CCA), such as a Boarding School

Oregon Reporting Resources

Oregon Department of Human Services Hotline

1-855-503-SAFE (1-855-503-7233)

Multnomah County Child Protective Services Hotline

1-503-731-3100 / Toll Free: 1-800-509-5439

If the child is in immediate danger, call **911**

A concerned caller does not need proof to report an allegation of child abuse and can make the report anonymously.

[More information available at OR Department of Human Services](#)



Responding to Adult-to-Adult Inappropriate Behaviors

- ✓ Interrupt the behavior if witnessed and explain why it is inappropriate
- ✓ Report any harassing behavior to your supervisor or designated administrator
- ✓ Follow mandated reporting requirements if the harassment involves a student
- ✓ Follow documentation requirements
- ✓ Check back and respond appropriately to the person who complained
- ✓ Know that protections exist for retaliation and adverse actions



Harassment, Discrimination, and Retaliation Complaint Resources

Employees or applicants who feel they have been harassed or discriminated against may:

- ✓ File a report with the [Oregon Bureau of Labor & Industries Civil Rights Division](#)

[Complaint Questionnaire](#)

971-673-0764

- ✓ File a charge with the [US Equal Employment Office Commission](#)





KEEP IN TOUCH

Jessica Scibona, LMSW
Account Manager
JScibona@PraesidiumInc.com

Praesidium
817.801.7773
www.PraesidiumInc.com
Education@PraesidiumInc.com

[Sign Up Here for Free Monthly Prevention Tips](#)