

Developing Child Sexual Abuse Prevention Policies in Youth-Serving Organizations”

<p>I. Reflection: Identify Contextual Issues and Organizational Values</p>	
<p>How does your organization view child sexual abuse prevention? Do you have prevention policies in place to prevent child sexual abuse?</p>	
<p>If no prevention policies, why do you think your organization does not have these policies?</p>	
<p>What are the best features of your organization’s prevention policy? What can be improved?</p>	
<p>Who do you get support from in your organization?</p>	
<p>What kind of resources does your organization have access to in order to develop or implement prevention policies?</p>	

II. Components of CSA Prevention

A) Screening and selecting employees and volunteers	
How will the screening information be used to decide if an applicant is a good fit?	
Who in your organization will make the final selection?	
Name an area of primary concern that your organization has while screening applicants.	
List three questions that you will use in your hiring application form or interview.	
What does your organization actively do to cultivate a culture of safety?	

<p>B) Guidelines on Interactions between Individuals</p>	
<p>Are there situations where it's challenging for your organization to prevent risky interactions between individuals? (i.e. hard to prevent one-on-one time).</p>	
<p>How could you manage these challenging situations differently?</p>	
<p>Who in your organization identifies a behavior as inappropriate or appropriate, harmful or unethical?</p>	
<p>How does your organization promote and encourage appropriate, and positive interactions among youth and between employers/ volunteers and youth?</p>	
<p>List 3 key questions that you will use in a personal safety and risk reduction plan/ policy.</p>	
<p>Are your strategies culturally relevant or contextual to the population and communities served by your organization?</p>	

C) Monitoring Behavior	
Have there been any situations where it's challenging for your organization to monitor behavior and interactions between youth and staff?	
If Yes, how could you manage these challenging situations differently?	
What policies can you think of to prevent peer-to-peer abuse as well as adult to child?	
What kind of training do you recommend for employees/ volunteers to respond quickly and effectively?	
Have there been challenges for your management to enforce monitoring protocol? If yes, what have these challenges been?	

D) Ensuring Safe Environments	
What does your organization actively do to open and increase the visibility of environments where individuals may be at risk for sexually abusive behaviors?	
How does your organization monitor who is present at all times and especially during activities such as toileting, showering, and changing clothes?	
Does your organization have any onsite vs. offsite activity guidelines for creating safer environments?	
If Yes-- has your organization encountered any challenges for implementing onsite vs. offsite activity guidelines for creating safer environments?	
What kind of strategies do you recommend having in place while implementing transporting youth for events and activities?	

<p>E) Responding to inappropriate behavior, breaches in policy, and allegations and suspicions of child sexual abuse</p>	
<p>Who in your organization defines strategies that are appropriate or inappropriate to handle or investigate an allegation or report?</p>	
<p>Does your organization have a policy to partner with other agencies and lawyers to develop a standard reporting policy? If YES, provide an example.</p>	
<p>What are some of the challenges your organization faced while implementing these protocols to respond? How could it be handled differently?</p>	
<p>For reporting policies, who must report to whom, and when do these individuals make a report in your organization?</p>	
<p>What considerations does your organization have about state laws regarding mandated reporting?</p>	

<p>F) Training about child sexual abuse prevention</p>	
<p>Who does the training in your organization and who is the audience?</p>	
<p>Besides staff/employees, volunteers, caregivers, and youth, who else do you think needs the training in your organization? Why?</p>	
<p>What are some of the strategies used for training in your organization?</p>	
<p>Who in your organization creates and develops the training curriculum and is it updated and evaluated frequently?</p>	
<p>Has your organization encountered any challenges while training your staff/employees versus volunteers and youth? If YES, what were the challenges and did you overcome them?</p>	

G) Implementing Technology-based Prevention Policies	
Do you have any prevention policies in place for electronic and digital media communications?	
What are the reporting procedures developed to respond to inappropriate behaviors using technology? Provide an example.	
What are some of the strategies used for training in your organization?	
Do you have any policies in place to periodically audit electronic communications between staff and youth? If so, provide an example.	
What organizationally approved channels have been identified for staff to communicate with the children and youth?	

<p>H) Employing Leaders and Board Members in Youth-serving Organizations</p>	
<p>Do you have any policies in place to train leaders and board members in your organization? If Yes, provide an example.</p>	
<p>Does your organization have a child safety committee? If so, who is invited or encouraged to apply? What are the eligibility criteria for screening them?</p>	
<p>How do you identify crucial areas of concern/risk in your program area?</p>	
<p>What are some of the challenges presented in each area?</p>	
<p>What can be done to address those challenges to maximize supervision and safety?</p>	

III. Overcoming challenges to preventing CSA in youth-serving organizations- Worksheet

A) Identifying Challenges and Strategies to overcome them	
What kind of beliefs exists in your organization that may hinder child sexual abuse prevention?	
Does an organizational attitude about sexuality and reluctance to implementing prevention pose a hindrance in ending child sexual abuse? If yes, how can these attitudes be handled differently?	
What kind of structural issues does your organization have that hinder child sexual abuse prevention?	
Is your organization aware of what help is available to develop and implement child sexual abuse prevention strategies? If yes, what help is available?	
What kind of support do you receive to overcome these challenges?	
How does organizational culture	

influence the prevention of child sexual abuse?	
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