
IMPACT SUMMIT

SEPTEMBER 2019

AGENDA

WEDNESDAY, SEPTEMBER 25TH

5:00 PM

Cocktail Hour

5:45 PM

Doors Open

6:15 PM

Welcome & Dinner
Aaron Lundberg - State of the Union
Guardian Presentations

AGENDA

THURSDAY, SEPTEMBER 26TH

8:00 AM

Doors Open & Breakfast Buffet Available

9:00 AM — 10:30 AM

Keynote Speaker: Dr. Elizabeth Letourneau

10:45 AM — 11:00 AM

Break

11:00 AM — 12:00 PM

Group Activity & Discussion

12:00 PM — 12:45 PM

Lunch & Networking

1:00 PM — 3:15 PM

Expertise Fair
SafeSport / LGBTQIA+ / Background Screening
Historical Allegations / Importance of Training
Volunteers / Overnights / CEO & Board Involvement

3:15 PM — 3:30 PM

Break

3:30 PM — 4:00 PM

Guardian Presentations

4:00 PM — 5:00 PM

Keynote Speaker: Jamie Forbes

5:00 PM

Closing Remarks

The Praesidium Safety Equation®

Using current research and root cause analysis, Praesidium developed its own abuse risk management model, The Praesidium Safety Equation®. Root cause analysis of several thousand incidents of abuse across industries demonstrated that risks fell into eight organizational operations: Policies, Selection and Screening, Training, Monitoring and Supervision, Consumer Participations, Feedback Systems, Responding and Administrative Systems. By implementing best practices in each of these operations, Praesidium determined that risks could be reduced or eliminated.



THE EIGHT CRITICAL ORGANIZATIONAL OPERATIONS

POLICIES

Policies define the bandwidth of acceptable behavior in an organization. When employees and caregivers know and understand policies, they can report policy violations that may foretell abuse.

SCREENING & SELECTION

Comprehensive screening and selection requires organizations to discover and consider everything they can about applicants and to use what is known about how offenders operate to make thoughtful hiring decisions.

TRAINING

Effective abuse prevention training gives employees and caregivers the information and skills they need to keep those in their care safe. Training must be frequent, specific, and immediately useful on the job.

MONITORING & SUPERVISION

When employees and caregivers are adequately supervised, potential offenders are less likely to act on their impulses because they may face detection.

INTERNAL FEEDBACK SYSTEMS

Information about program operations, such as incident reports, client complaints, or external licensing violations, can identify high-risk programs or individuals.

CONSUMER PARTICIPATION

If consumers—adults and youth alike—know how to recognize inappropriate interactions or policy violations, they can be a valuable part of the risk management team.

RESPONDING

How an organization responds to reports of inappropriate interactions, policy violations, or suspected abuse can dramatically affect the harm to the individual and to the organization.

ADMINISTRATIVE PRACTICES

The board of directors must be well-informed of the risks the organization embraces and aware of the operational practices in place to ensure the safety of those in care and the reputation of the organization.

LIFE IS ABOUT
MAKING AN IMPACT

REMEMBER THE THREE C's

COMPLACENCY

Denies an abuse incident could happen

Hopes past success will **prevent** future abuse

Has few standardized procedures and **high tolerance** for "drift"

Safety protocols **dependent** on individuals

Responses tend to be **punitive**

Treats incidents as **staff failure**



COMPLIANCE

Focuses on **reacting** to abuse rather than preventing it

Uses state regulations and licensing regulations as **standards of care**

Minimizes red flag behaviors

Trains staff on how to report abuse and policy violations, but staff may struggle with reporting requirements



COMMITMENT

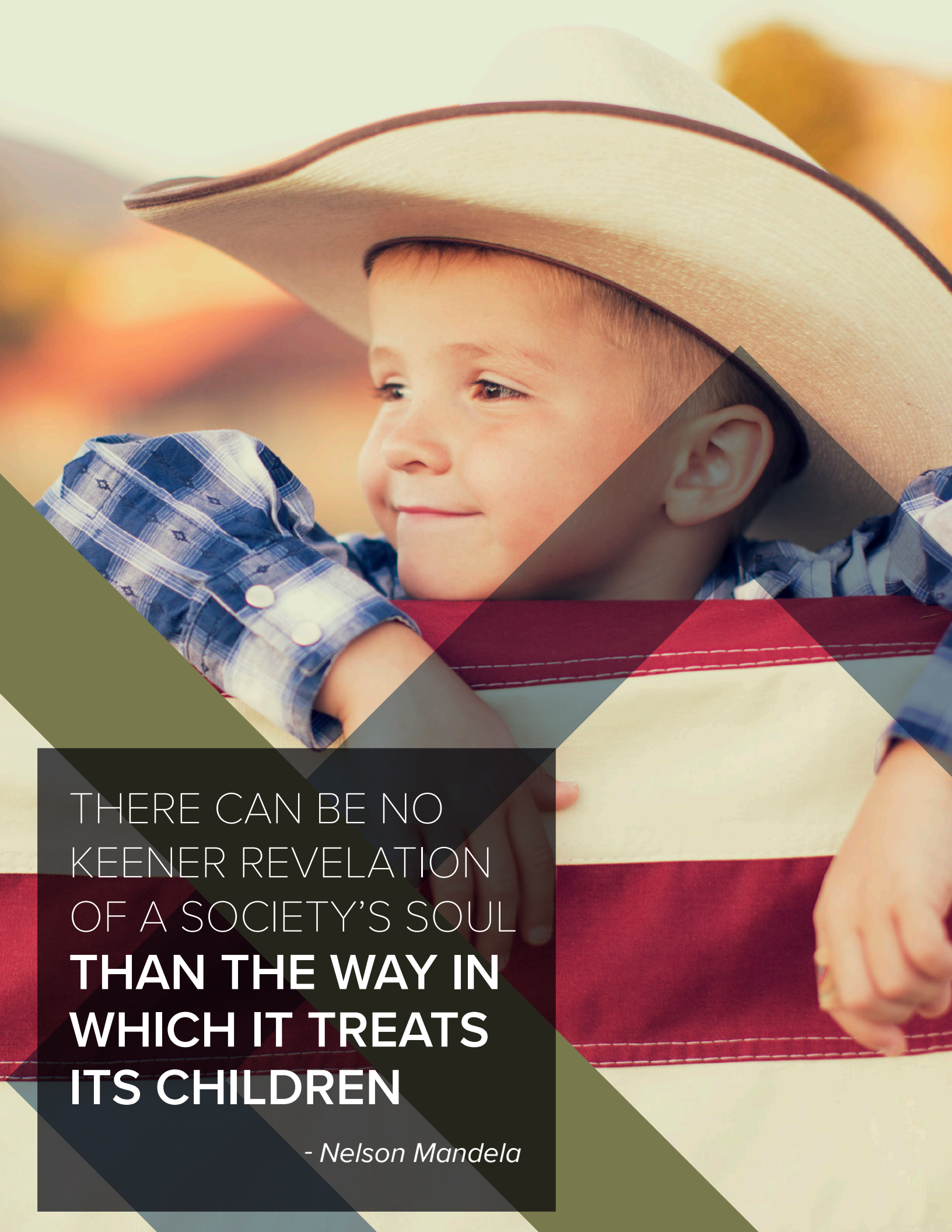
Consumer protection is a **designated responsibility**

Training is scheduled, **frequently**, presents **relevant** content, is **impactful**, and offered "just in time"

Screening process is designed to **asses** abuse risk

Policies clearly **define appropriate** boundaries and how to **manage** high-risk activities

BE A
VOICE
FOR
CHANGE



THERE CAN BE NO
KEENER REVELATION
OF A SOCIETY'S SOUL
**THAN THE WAY IN
WHICH IT TREATS
ITS CHILDREN**

- Nelson Mandela

PROVIDING A COMPASSIONATE RESPONSE TO SURVIVORS

BE READY

- Designate a victim assistance coordinator, whose role may include:
 - Serve as the initial point of contact for those who come
 - Communicate the seriousness with which the organization takes any allegations
 - Explain the process moving forward and what to expect
 - Serve as a liaison between those who come forward and the organization
- Understand the dynamics of disclosure and why survivors sometimes take years to come forward
- Understand that certain aspects of the survivor's recollection of events may be fuzzy but that does not mean the survivor is not credible
- Ensure your organization's response plan includes outreach to those affected

ONCE A SURVIVOR HAS BEEN IDENTIFIED

- Offer to meet in person to listen to his/her story. If the person does not want to meet, ask what would be most helpful. What would he/she like to see happen as a result of coming forward?
- Don't be afraid to apologize
- Ask how you can provide support - Don't assume you know what he/she wants and why
- Create a plan to offer resources
- Tailor the resources to fit the needs of those affected (i.e. connecting the individual to other community resources, facilitating counseling or pastoral assistance, designating a member of leadership to be available to listen to survivors directly)
- Be clear about your reporting requirements

WHEN MEETING WITH A SURVIVOR

- Listen and be compassionate
- Tell the person they were right to come forward
- Avoid expressing shock or outrage
- Let the person know you believe him/her
- Assure the person the abuse was not their fault
- Avoid questions that may convey judgment or make the person feel responsible (i.e. Why did it take so long for you to report?)
- Follow reporting requirements

EXPERTISE FAIR AGENDA

SESSION 1

1:15 PM **SafeSport**
Main Ballroom

1:30 PM **LGBTQA+**
Cowboy A

1:45 PM **Background Screening**
Cowboy B

2:00 PM **Historical Allegations**
Pre-Conference Area

SESSION 2

2:15 PM **Importance of Training**
Main Ballroom

2:30 PM **Volunteers**
Cowboy A

2:45 PM **Overnights**
Cowboy B

3:00 PM **CEO & Board Involvement**
Pre-Conference Area

5 Effects Of The Safe Sport Act

1



Increase in Standard of Care

Organizations involved in youth sports are held to an increased "standard of care" regarding reporting, training, policies and procedures, and periodic safety system reviews.

2



Expansions of Mandatory Reporting

All staff and volunteers authorized to interact with minor athletes are now mandated reporters.

Reports must be filed within 24 hours to the appropriate law enforcement agencies.

3



Mandatory Prevention Training

Consistent training required on prevention and reporting of child abuse to all adult members who are in regular contact with minor amateur athletes and, subject to parental consent, all youth members.

5



Additional Requirements for National Governing Body & Paralympic Organizations

Mandatory reporting to the U.S. Center for SafeSport
Required to complete Core Center for SafeSport Training
Standardized mechanism for reporting
Procedures to prohibit retaliation
Implement Minor Athlete Abuse Prevention Policies

4



Required Prevention Policies

Implement policies and procedures addressing the following high-risk activities:

- One-on-one interactions
- Massages and rubdowns/athletic training modalities
- Locker rooms and changing areas
- Social media and electronic communications
- Local travel and team travel

SAFESPORT ACT

WHAT YOU NEED TO KNOW

What is the SafeSport Act?

The Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 was created in reaction to the abuse found in various youth sports organizations including USA Gymnastics. This act will create a new standard of care which will affect youth serving organizations across the country. The purpose of the law is to expand existing mandated reporting laws to all youth sport organizations that participate in international or interstate sporting events. This has the potential to affect not only national governing bodies like USA Gymnastics, USA Swimming, and other Olympic sports, but the law could also impact camps, public and private schools, collegiate sports, country clubs, community organizations, and sport facilities.

Are New Policies Required?

Yes. The SafeSport Act requires sports organizations to establish reasonable procedures to limit one-on-one interactions between an adult and an amateur athlete who is a minor... without being in an observable and interruptible distance from another adult. In addition, the Minor Athlete Abuse Prevention Policies are now required for National Governing Bodies.

Who is Impacted?

The law is written very broadly. Therefore, it is likely this new federal law impacts youth sports organizations in every state. At a minimum, any organization involved in youth sports will likely be held to an increased "standard of care" regarding reporting, training, policies and procedures, and periodic safety system reviews. It is imperative you speak with your legal counsel to determine the specific impacts of the new law on your organization.

SAFESPORT ACT

WHAT YOU NEED TO KNOW

Does My Staff Need More Training?

All youth sport organizations are likely required to provide consistent training in "abuse prevention." These organizations must offer and give consistent training to all adult members who are in regular contact with amateur athletes who are minors, and subject to parental consent, to members who are minors, regarding "prevention and reporting child abuse..." It is important to note that the required training must include "preventative" measures. Therefore, the training must not only focus on reporting or identifying those that have been abused, but it must train individuals in actual prevention techniques such as understanding "grooming" practices. Additionally, such individuals affiliated with National Governing Bodies are required to complete the "Core Center for SafeSport Training" provided by the U.S. Center for SafeSport.

Am I Now a Mandated Reporter?

The Safe Sport Act expands the list of individuals required to report child sexual abuse. Now, it is likely any adult who is authorized to interact with youth athletes will be required to report suspicions of abuse to the appropriate law enforcement agencies. Therefore, all staff and volunteers working with youth at your organization could be considered mandatory reporters. Further, there is an additional requirement to report suspicions to the U.S. Center for SafeSport if your organization is governed by a "National Governing Body" or "Paralympic Sports Organization".

Additional Requirements for National Governing Body Organizations and Paralympic Sports:

For NGBs and Paralympic sports, the Center created and requires specific "Minor Athlete Abuse Prevention Policies." These policies address the following high-risk activities: one-on-one interactions; massages and rubdowns/athletic training modalities; locker rooms and changing areas; social media and electronic communications; local travel; and team travel. Additionally, these organizations are required to report suspicions of abuse to the U.S. Center for SafeSport, implement a standardized mechanism for reporting, and enact procedures to prohibit retaliation.

LGBTQIA+ TRANSGENDER YOUTH

What is LGBTQIA+

Cisgender, transgender, gender non-conforming, gender expansive, gender fluid, gender spectrum, non-binary, genderqueer, transgender male, transgender female, pronouns (he/him/his; she/her/hers; they/them/their).

Scope of risk for LGBTQIA+ and transgender youth populations:

As a community, LGBTQIA+ people face higher rates of poverty, stigma, and marginalization, which put them at greater risk for sexual assault. They also face higher rates of hate-motivated violence, which can often take the form of sexual assault.



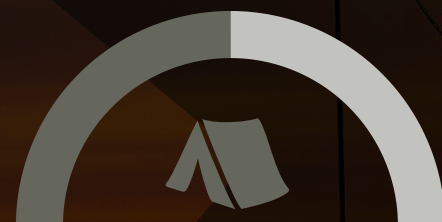
5-7% of overall youth identify as LGBTQIA+



20% of youth in juvenile justice system identify as LGBTQIA+



25% of youth in foster care identify as LGBTQIA+



50% of youth experiencing homelessness identify as LGBTQIA+

REFERENCE: <http://bit.ly/2kb0445>

LGBTQIA+ TRANSGENDER YOUTH

Additional Facts

- In 2017, the Williams Institute reported that approximately **150,000 youth** ages 13-17 **identified as transgender** in the United States alone.
- Transgender youth were at **highest risk**, nearly **six times as likely** to attempt suicide as heterosexual peers.

REFERENCE: <https://reut.rs/2mbq0NK>

- **Suicide** is one of the **leading causes of death** for LGBTQIA+ people between ages 10 -24.
- Transgender and gender expansive youth are roughly **twice as likely** to be **sexually assaulted or raped** because of their actual or perceived identities than their cisgender LGBTQIA+ peers.

REFERENCE: <http://bit.ly/2maq30>

- **Forty-two percent** of transgender and gender expansive youth have received **physical threats** due to their LGBTQIA+ identity.

REFERENCE: <http://bit.ly/2maq30>

- **Fifty-one percent** of transgender and gender expansive youth **never use** restrooms that align with their gender identity at organizations.

REFERENCE: <http://bit.ly/2maq30>

LGBTQ+ TRANSGENDER YOUTH

Ways to create spaces and procedures that support and affirm the identities of all young people.

- Utilize preferred names and pronouns
- Zero tolerance for bullying, harassment, and discrimination policies
- Develop and implement inclusive policies for bathrooms, locker rooms, overnight trips/sleeping arrangements
- Address "that being uncomfortable is not the same as being unsafe"



ACTION ITEMS:

"Evaluate whether and to what extent your policies and organizational culture supports transgender youth protection and safety."

For more information on LGBTQ+ issues, please refer to these resources:

- "Breaking through the Binary"
<https://static.ptbl.co/static/attachments/218318/1564500255.pdf?1564500255>
- www.hrc.org
- www.genderspectrum.org

ALONE WE CAN
DO SO LITTLE;
**TOGETHER WE CAN
DO SO MUCH**

- Helen Keller

BACKGROUND SCREENING SOCIAL MEDIA CHECKS

1

Social media checks can be an excellent component to screen applicants, but because clear law does not yet exist to regulate this, it must be done with caution.

- **Why they are helpful:**

- Potential negligence if not reviewing what is already “knowable” public information.
- Becoming industry standard for due diligence in organizations that serve youth.
- Opportunity to identify red flags that this person may be higher risk to behave inappropriately with children, youth, or vulnerable persons.
- Another source of information about the individual to compare to what you have already gathered.

- **What to look for:**

- Adverse business-related behaviors.
Example: Potential illegal conduct, sexually explicit material, potential violent conduct, online harassment.
- Information that suggests inappropriate boundaries with children, youth, or vulnerable persons.
- Information inconsistent with what is known about the individual.

2

Develop an objective, written procedure and implement it consistently to avoid potential Title VII and other state law lawsuits for employment discrimination based on a protected class (race, sexual orientation, gender identity, national origin, religion, disability, age, color, etc.).

- Apply code of conduct or a social media policy
- Implement with EVERY applicant
- Use social media criteria across the board- stay consistent
- Obtain prior consent from the applicant
- Do not ask for passwords of accounts
- Consider conducting the search in the later stages of the screening and selection process or after a job offer is made, contingent on the search
- Consider having another internal person who is not involved in the hiring decision conduct the check, giving them clear guidelines as to what type of information should be reported to decision-makers
- Document hiring decisions and reasons for not hiring an applicant

BACKGROUND SCREENING SOCIAL MEDIA CHECKS

3

Internal vs. Outsourcing to external party

- **Outsourcing:**

- However, when social media checks are outsourced, they are subject to FCRA regulations.
- May help reduce the risk of a lawsuit, since the firm would provide the employer solely information relevant to the position,

- **Internal:**

- Can get cost heavy
- Viewing “protected” information cannot be considered when making hiring decisions
- Disparate Impact- EEOC
- Violations of terms or use of service
- Violations of State Privacy Laws



ACTION ITEMS:

- <https://www.ftc.gov/news-events/blogs/business-blog/2011/06/fair-credit-reporting-act-social-media-what-businesses>
- **SHORT URL:** <http://bit.ly/2kqG260>
- <https://www.ftc.gov/news-events/press-releases/2012/06/spokeo-pay-800000-settle-ftc-charges-company-allegedly-marketed>
- **SHORT URL:** <http://bit.ly/2k5SQhK>

HISTORICAL ALLEGATIONS CHANGING LEGAL LANDSCAPES

1

The national legal landscape is quickly shifting to allow remedies for historical allegations that were previously unavailable. These changes affect crisis management and documentation practices in youth serving organizations.

2

Many states are joining the growing trend to extend or eliminate civil statutes of limitation. Some states place limits on historical claims (i.e. you have a year to file a historical claim before the look back window closes) but others have eliminated limitation statutes altogether.

3

These legal changes make having a defined crisis management more important than ever. A haphazard response could subject the organization to legal action or worsen its legal position. Formalizing crisis response protocols allows your leadership to follow the process in a crisis situation instead of having to invent it as they go.

You may not be able to remedy deficiencies in your historical documentation, but you can work toward developing clear documentation requirements and retention policies. Effective and consistent documentation helps create a culture of safety and also protects your organization in the event of future litigation.



ACTION ITEMS:

- Do you know your state’s statute of limitations?
- What is your crisis management plan?
- What are your documentation policies?

IMPORTANCE OF ONGOING TRAINING & MAINTAINING AWARENESS

1

Reintroduce (or introduce for non-CPG attendees) concept of **spacing effect** from CPG.

2

Compare and relate ongoing training/maintaining awareness on abuse prevention with continuing education/professional development.

3

Importance of utilizing different methods of training to maintaining awareness.



ACTION ITEMS:

Considering a training self-assessment that attendees take OR have them consider methods to solicit feedback from employees/volunteers regarding training (topics, methods, etc...)

TRAINING SELF-ASSESSMENT

Score each item with:

0 = Never

1 = Sometimes

2 = Always

1. ____ Our organization requires all staff to complete abuse prevention training annually.
2. ____ Our organization provides ongoing abuse prevention training multiples times a year.
3. ____ Our organization's ongoing training includes topics previously discussed as a refresher.
4. ____ Our organization's ongoing training includes new topics previously not discussed.
5. ____ Our organization uses a variety of methods for ongoing training.
6. ____ Our organization solicits feedback from staff on new what training topics may be meaningful or impactful to them.



Complacency

0-4



Compliance

5-8



Commitment

9-12

Were you surprised?

Which items did you score low on?

Which items did you score highest?

What areas do you need to focus on?

VOLUNTEERS

SCREENING, TRAINING & ENGAGING

The three most common questions Praesidium receives from organizations about volunteers are: How should we screen them? How should we train them? How can we engage them in our abuse prevention culture?

1

Screening: concerns/best practices

2

Training: Ways to motivate volunteers to show up for training, importance, content.

3

Engaging: Ideas for engaging volunteers in abuse prevention culture; why do they care about the organization? Do abuse prevention practices disengage volunteers or make them more likely to work with an organization?



ACTION ITEMS:

Go back to your organization (or your clients) and look at how you are screening, training, and engaging volunteers. Answer these questions:

1. Is my organization meeting requirements/industry best practices in screening and training?
2. Is my organization complying with requirements/industry best practices for screening/training to “check the box” or simply to meet legal requirements? Or are we committed to finding the best volunteers to engage with our consumers?
3. What new way can my organization engage volunteers in my organization’s abuse prevention culture?

WHO HAS ACCESS?



WHO DO YOU SCREEN & HOW OFTEN?



OVERNIGHTS

HOW LEADERSHIP CAN PREPARE

What can and should leadership do to prepare front-line staff, parents, and youth to manage risks involved with overnight activities?

1

Prepare and Train Staff

1. Provide “just in time” training for staff, volunteers, and chaperones who will supervise youth for the overnight event.
2. Create monitoring and supervision plan for all staff, volunteers and chaperones to follow when monitoring youth during overnight activities.
3. For organizations that regularly provide overnight activities:
 - a. Provide refresher trainings regularly
 - b. Ensure leadership have regularly scheduled visits to monitor overnight activities

2

Prepare Parents and Youth

1. If feasible hold a parent meeting to review:
 - a. Organization’s abuse prevention policies and procedures
 - b. Monitoring and supervision plan for youth during overnight activities
 - c. Organization contact information for parents
2. Set Limits and Expectations for youth upon arrival:
 - a. Where you are and are not allowed to go in facility
 - b. Following the rule of three
 - c. Rules for sleeping areas

OVERNIGHTS

HOW LEADERSHIP CAN PREPARE

3

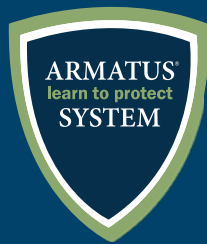
Best Practices for different overnight activities: Camp, Facility, Hotel

1. Camps
 - a. How do we handle overnight activities outside of the cabin? (i.e. tents, field trips, etc.)
2. Facilities
 - a. How do we prepare for where youth will sleep in the facility before arrival?
 - b. Where do staff sleep?
3. Hotels
 - a. What are the rules for hotel rooms when staff are not present?
 - b. Mixed age groups?



ACTION ITEMS:

1. When is your next overnight activity and what are your first steps to prepare?
2. What other operations of the Safety Equation do you need to address within your organization to ensure overnight activities are safe?



MONITORING OVERNIGHTS IN YOUR FACILITY

SAFETY TIPS FOR FRONT-LINE WORKERS

Overnight stays in your facility present unique risks to youth and staff. They often involve changing clothes, groups of both genders and different ages in a more intimate atmosphere than usual, more unstructured activities, and increased supervision demands for staff. Always follow your organization's policies for supervising overnight activities. In addition, consider the following best practices.

1 SET PHYSICAL LIMITS

Upon arrival, meet with youth as a group to explain the rules:

- Explain where youth are and are not allowed to go in the facility.
- Follow the “rule of three or more” by requiring at least two youths to be accompanied by one adult or two adults to be with one youth in allowed locations.
- In sleeping areas, youth may not sit or lie on each other’s sleeping bags.

2 INTERACT IN VISIBLE AREAS

Meet with groups in open, visible locations.

If you must talk to an individual youth, get another staff member to assist and meet in the open with others in sight. Limit these private talks to brief health-related or discipline matters.

3 CONDUCT FACE-TO-NAME CHECKS

Monitor your assigned group, and frequently conduct face-to-name checks with a roll sheet, especially after moving from one location to another.

4 SUPERVISE RESTROOM ACCESS

Accompany groups of two or more youths to the restroom. (Do not allow one adult to escort one youth and do not allow two youths to go to the bathroom unsupervised.)

Check restroom occupancy by knocking on the door to see if anyone is inside. Wait until others leave before allowing your group to enter.

Send in only as many youth as there are stalls.

5 KEEP SLEEPING SAFE

Assign male and female youth to separate rooms for sleeping. If multiple rooms aren’t available, assign males and females to opposite sides of the space.

Monitor doorways to sleeping areas.

At least two staff members should monitor the facility all night in shifts.

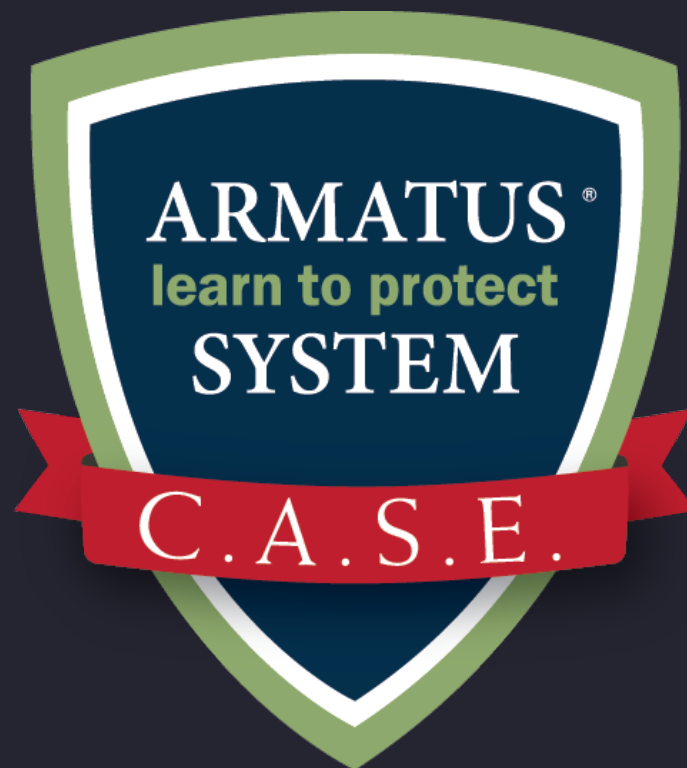


CEO/BOARD INVOLVEMENT & ENGAGEMENT

CLOSING THE KNOWLEDGE GAP

Board Members and CEOs often lack critical information about how an organization manages abuse risk. While these individuals may not need to know every detail, they play a critical role in creating a culture of safety. You can help assess and close the abuse risk knowledge gap at the top of your organization.

- Do your Board Members and CEO know why they need abuse risk information?
 - *These individuals need to do and say certain things to support a culture of safety.*
- What information do they already receive?
 - *These individuals need enough information at a high level to understand the scope of this risk and potential exposures to evaluate strategic abuse prevention initiatives and next steps.*
- What mechanisms are utilized to deliver this information?
 - *These individuals need regular, concise information in the right format to ensure ongoing awareness.*
- What steps can you take to close these potential gaps?
- What additional stakeholders may be to need to be involved?
- Did you know Praesidium has an existing resource within the Armatus Learn to Protect system?
 - *Getting Your Board on Board is a facilitator guided discussion designed to help navigate these issues.*



CREATING A SAFE ENVIRONMENT C.A.S.E.

Protecting those in your care starts with Creating A Safe Environment - C.A.S.E. A video based training offered and streamed through Praesidium's Armatus Learn to Protect System®.

Working with children and youth is a joy, but it can bring unique challenges. Employees and volunteers need practical skills to navigate the many "gray areas" that can emerge from day-to-day.

This innovative approach will allow participants to place themselves in the story and identify with the characters on the screen. They will understand that it's never as simple as "abuse or not abuse," but rather a continuum of behaviors that need to be addressed.

C.A.S.E. will equip your staff with the skills to notice, interrupt, and report lower-level behavioral issues before they become something more serious.

Content is presented in three formats:

- Cinematic story depicting realistic situations
- Practical instruction on best practices
- Facilitator-led discussion reinforces key teaching points and references organizational policies

Features:

- English, Spanish subtitled, English closed captioned
- Facilitator led instructional video and materials
- Streamed through Praesidium's Armatus Learn to Protect System®

FOR MORE INFORMATION VISIT:

<https://praesidium.lpages.co/case/>



PRAESIDIUM

FEATURED SERVICES

Armatus® Online Training

Armatus® overcomes the limitations of traditional online training by including with each course an Action Plan to help users apply what they're learning; a Discussion Guide to be used in a group setting; and a Coaching Handbook for supervisors.

Creating A Safe Environment - C.A.S.E.

C.A.S.E. is a state of the art, research based, facilitator-led, video based training that provides practical solutions to navigating the many "gray areas" that can emerge day-to-day. C.A.S.E. is presented in cinematic video with facilitator-led discussions and informative graphic content.

Know Your Score!™ Online Self-Assessment

This online self-assessment tool allows you to systematically assess the extent to which your organization employs best practices of abuse prevention. The self-assessment allows organizations to quickly learn the strength of their policies and practices designed to keep those in their care safe from abuse. The completed self-assessment provides you with a blueprint and sample resources to address any potential abuse prevention gaps. Organizations that complete a self-assessment and work towards implementation of best practices may be eligible for a pathway to Praesidium Accreditation.

Praesidium Risk Assessment and Accreditation

Your organization can achieve the nationally-recognized gold standard in organizational abuse prevention: Praesidium Accreditation. Praesidium Safety Analysts come on site to assess your abuse risk management practices and help you systematically close gaps and implement best practice standards. Once done, you can proudly announce to everyone that your organization meets the highest abuse prevention safety standards in the nation.

Certified Praesidium Guardian Workshop

Select an employee committed to protecting those in your care and give them the information and skills they need to become your "boots on the ground" resource on organizational abuse prevention. Your Praesidium Guardian joins a national community of certified Praesidium Guardians for support, guidance, and cutting-edge information.

Model Policies and Policy Analysis

Clear policies set the stage for safe environments by defining acceptable and unacceptable employee and volunteer conduct. Policies also facilitate effective monitoring and supervision by helping others to recognize and take action when they see policy violations. Praesidium can provide model policies, review and revise existing policies, or help your organization draft policies that address the protection of those in your care.

Background Checks

Adopting a solid screening and selection process is your first line of defense in creating a safe environment. A thorough, consistent screening process may also discourage would-be offenders from targeting your organization. Failure to discover a known offender can affect those in your care and your reputation, financial stability and trust within the community. In determining the types of checks to utilize, organizations should follow all state, federal, and licensing regulations and consider an individual's level of access. Praesidium offers several standard and customizable background check packages plus other a la carte background check services.

Consultation Helpline

In many cases of abuse, someone notices something suspicious or inappropriate but doesn't know what to do. Now they can use Praesidium's Helpline to ask an expert how to respond. Call the authorities? Interview the kids involved? Watch for other signs? A Praesidium expert will promptly gather information, alert you to the situation, and provide consultation on how to respond.

Crisis Management and Victim's Assistance

In the event that your organization has an allegation or incident of suspicious or inappropriate interactions or suspected abuse, a member of Praesidium's team can be available to provide a range of services, including on-site consultation, response coordination, investigation, and victim's assistance.

On-Site Training Workshops

Praesidium offers an array of on-site workshops and seminars for front-line employees and volunteers, supervisors, administrators, and board members covering screening and selection, best practices in abuse risk management, how to prevent peer-to-peer sexual abuse, legal issues in abuse risk management, and more. Each on-site training is presented in an interactive format with real world examples and active participation from the audience. Materials are customized for your organization to help the audience grasp material while fully immersing themselves in the subject matter.



IMPACT SUMMIT

SAVE THE DATE:

September 23-24, 2020

Upcoming Open Enrollment CPG Workshops:

May 5-7, 2020

November 10-12, 2020