Child, Youth, and Vulnerable Adult Sexual Abuse Prevention Training Video 2

G-3.0106 "All Councils shall adopt and implement the following policies: a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy. Each council's policy shall include requirements for boundary training which includes the topic of sexual misconduct, and child sexual abuse prevention training for its members at least every thirty-six months.

Context of this video: Session brings in someone to train a Session based on the new *Book of Order* requirement that all councils train their members at least every 36 months. This is the second training.

What makes a strong policy? Do we have what we need? Is our plan clear? Does everyone know (youth, parents, teachers, members)?

- What is acceptable and unacceptable behavior? What are our codes of conduct?
- What about social media and electronic communications?
    - Parents are copied
    - No private chats between adult and youth
    - Access to church accounts
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- Policies apply both within buildings and away from building
- Adult to youth abuse
- Youth to youth abuse
- Examples of codes of conduct to include in policy:
- How do we communicate the expectation that this be a safe place to all who enter?
- Mandated reporting is different in each state.
- Red-flag behaviors:

Conversation after video (or assignment if watching on one's own) – will need copies of current policies to review them:

Where are our policies adequate for creating a safe environment for all people?

What do we need to clarify? What do we need to add?

Abuse is preventable.

Steps to a Commitment to Safety

1. Policies are in place and are being both lived and enforced.
2. Screening and Selection – determining who should have access to your children and youth. It is more than just a background check.
3. Training – skills to recognize and interrupt behaviors of abuse
4. Monitoring and Supervision – when there is adequate supervision there is less likelihood of acting out on impulses.
5. Internal Systems are in place – people know how to evaluate high risk programs or individuals.
6. Congregational Participation – youth and parents need to know policies so they can recognize what is not appropriate and take action.
7. Responding – how do we respond to reports of inappropriate interactions, suspected abuse, or policy abuses. What will be our protocols?
8. Administrative Practices – how is church leadership held accountable for creating a culture of safety?

GOAL: *Everyone* in the congregation knows safety is a part of their job, takes warning signs seriously, and reports their concerns.

Best practices:

1. Be very specific about what is okay and what is not okay. Clearly define physical, emotional, behavioral, and electronic communications boundaries.
2. Expectations are shared: How are you sure the congregation and those who use your building are learning about the expectations of a culture of safety?
3. Active attention working to prevent abuse, including youth to youth prevention (which are now more than half of reported incidents).
4. Identify high risk places in our ministry with specific policies for managing these locations.
5. Have clear procedures for reporting suspicious behaviors that may not rise to the level of abuse, where people are comfortable sharing their concerns. Be attentive to and address cultural barriers that may keep someone from reporting.
6. Be clear about how you will support anyone comes forward to report current or historical abuse and how you will proceed with this report.

From Praesidium: https://www.youtube.com/watch?v=pNVcFpUTjw8