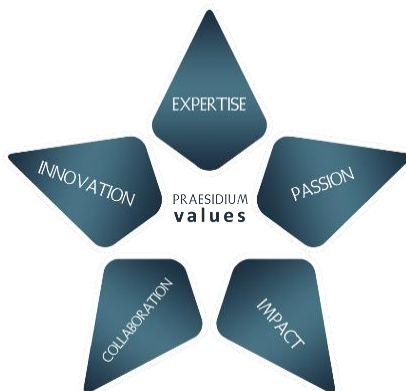# April 2021 Safeguarding Series:
Initial Considerations for Beginning Your Safeguarding Journey

Presented by

PRAESIDIUM
In partnership with FADICA

1

About Praesidium

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

Nearly three decades of experience

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

Completed thousands of **root cause analyses**

Developed proprietary **abuse risk management model**

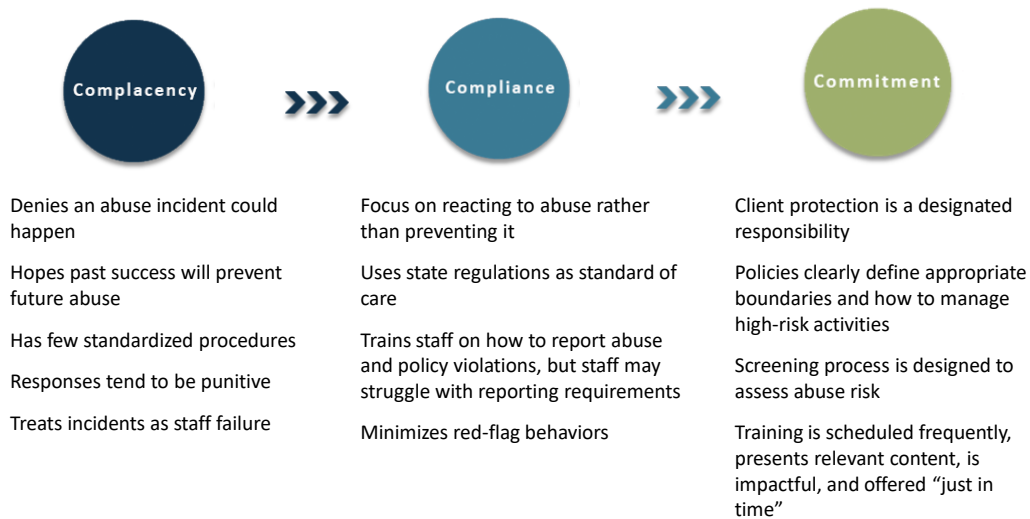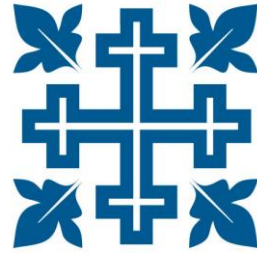Offer complete range of **risk management solutions**

PRAESIDIUM values — EXPERTISE, INNOVATION, PASSION, COLLABORATION, IMPACT

We believe abuse is PREVENTABLE

3

Continuum of Commitment

Complacency ➤➤➤ **Compliance** ➤➤➤ **Commitment**

Denies an abuse incident could happen	Focus on reacting to abuse rather than preventing it	Client protection is a designated responsibility
Hopes past success will prevent future abuse	Uses state regulations as standard of care	Policies clearly define appropriate boundaries and how to manage high-risk activities
Has few standardized procedures	Trains staff on how to report abuse and policy violations, but staff may struggle with reporting requirements	Screening process is designed to assess abuse risk
Responses tend to be punitive	Minimizes red-flag behaviors	Training is scheduled frequently, presents relevant content, is impactful, and offered "just in time"
Treats incidents as staff failure		

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4

2

Voice of FADICA
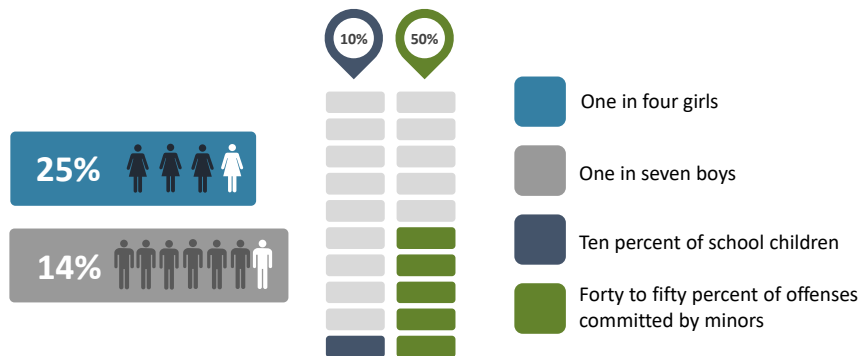
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5

Foundational Knowledge

6

Important Risks to Safeguard Against
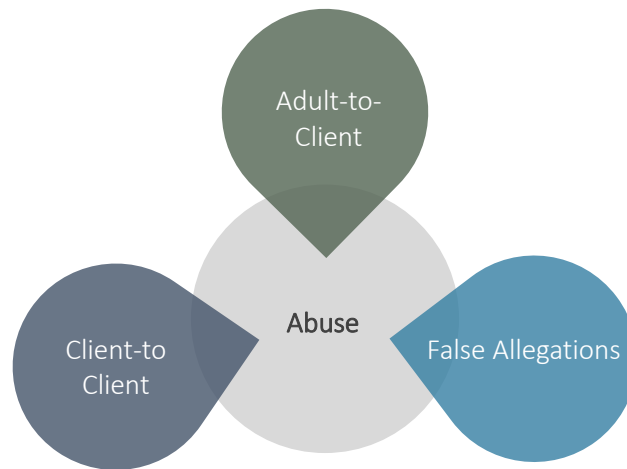
Types of Abuse

- Physical
- Sexual
- Verbal/Emotional
- Mental/Psychological
- Exploitation
- Neglect
- Financial/Economic

Scope of the Problem

- One in four girls
- One in seven boys
- Ten percent of school children
- Forty to fifty percent of offenses committed by minors

25%

14%

10% 50%

9

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)

10

Adult-to-Client Boundary Violations and False Allegations

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        Access

  Privacy    Control
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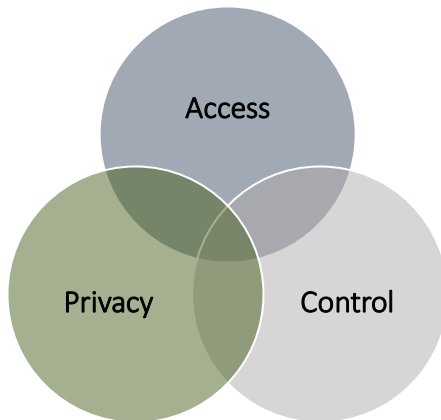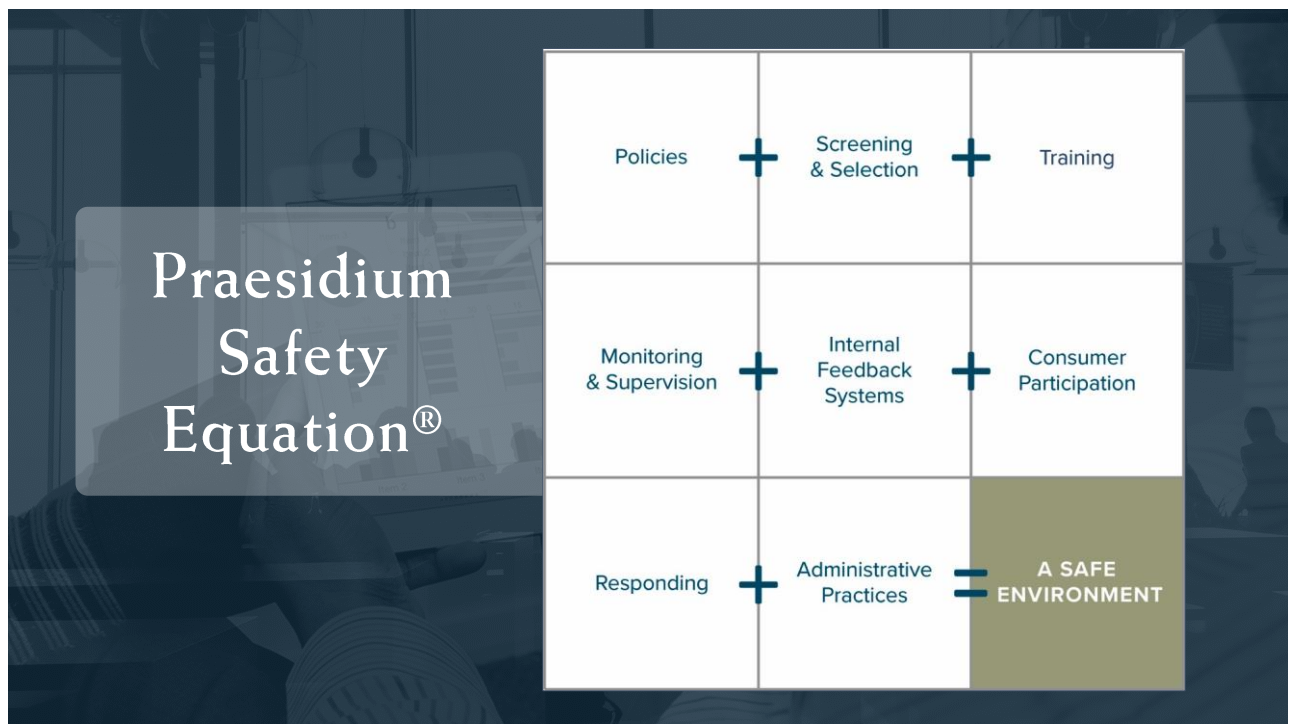
✓ Access

✓ Privacy

✓ Control

11

Warning Signs in Adult Offenders

- Prefers time and friendships with youth more than adults

- Gives special gifts to clients, especially without permission

- Engages in too much physical contact with clients

- Bends the rules for certain clients

- Ignores policies about interacting with clients

- Has "favorite" or preferred clients

- Uses inappropriate language or jokes

- Behaves as a peer with clients rather than a supervising adult

- Uses social networking sites and text messages to contact clients privately or away from programming

- Finds reasons to spend time alone with clients

12

A Landscape of Increasing Expectations

- Increased regulation and oversight designed to strengthen abuse prevention measures on a broader scale

- Expansion of minimum expectations, some at a national level

- More stakeholders are demanding more efforts and asking more questions:
  - Families
  - Legislators
  - Foundations, funders, donors
  - Insurance carriers and brokers
  - Local, state, national investigators

- Established industries are asking new questions

- More people are being held accountable:
  - Organizational leadership
  - Boards of Directors

- The sands are shifting:
  - Identifying who is responsible for protection efforts
  - Hardening insurance market for sexual abuse and molestation coverage
  - Expanding statutes of limitations

13

Praesidium Safety Equation®

14

7

Managing Risk: The Challenges

- Competing demands
- Low frequency, high impact event
- Programming at its core may include: access, privacy, and control
- Policies and standards may exist at organizational, state, or national levels
- Recruitment and retention of employees and volunteers
- Limited ability to monitor and supervise
- Geographic expansion of programming
- High-risk activities: transportation services, one-on-one interactions, electronic communication

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15

Factors Influencing Your Safeguarding Journey

- Industry and program specific characteristics (i.e., vulnerable populations, overnight activities, personal care assistance, outside contact, one-on-one interactions)
- Size of the organization (i.e., number of programs, number of locations, number of clients served, geographically distant)
- Wide range of programs in same organization
- Programs outside core competency (e.g., Higher Education, fitness facilities, resorts, etc.)
- Significant changes in the organization (i.e., budget, merger or aquisition, addition/subtraction of a program)
- High turnover of staff or leadership
- Volunteer based organization (i.e., mentoring, church, youth ministry)
- Externally Accredited

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Potential Risk Framework

Higher Risk	i.e., residential services, group homes, foster care, in-home services, inpatient healthcare, boarding schools, mentoring programs, social services, addiction recovery
Moderate Risk	i.e., childcare, recreation centers, senior care facilities, day schools, youth development, youth sports
Lower risk	i.e., infrequent contact with children or vulnerable adults, facility rentals, hospitality, outpatient services, research

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Identify and Assess

- What type of vulnerable populations does your organization serve or support (i.e., children, teenagers, young adults, older adults, survivors of trafficking, formerly incarcerated, experiencing homelessness, etc.)?

- What type of interaction/engagement does your organization have with vulnerable populations (direct, indirect, frequent, ad hoc, etc.)?

- What type of positions/roles directly interact with clients (paid staff, volunteers, Board members, community members, etc.)?

- How might degrees of power and control inherently manifest within your programs between staff and clients?

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Industry Specific Contributing Causes

19

Developmental Disabilities

- ✔ Inappropriate discipline
- ✔ Barriers in own self-protection
- ✔ Barriers to reporting
- ✔ Managing/monitoring prior histories of high-risk behaviors
- ✔ Personal hygiene activities

Residential Care

- High risk time periods:
  - 6pm-11pm and 6am-9am
  - Night shift
  - Shift change
- Transportation
- Room assignment or selection
- Barriers to reporting
- Documentation challenges

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Foster Care

- Screening demands
- Placement decisions
- Supervision challenges
- "Normalcy"/prudent parenting
- Kinship Care
- Frequent visitors to the home
- Managing/monitoring prior histories of high-risk behaviors

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Schools

- Bathroom activities
- Locker rooms and isolated areas
- Field trips / sporting events
- Overnight trips
- Transitions between classes

- Recess and free time
- Before and after school
- Outside contact / e-communication
- Hazing / initiation

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Camps

- Screening challenges
- Importance of training
- Decentralized supervision
- Specific exposures:
  - Bathroom and showering activities
  - Overnight accommodations
  - Counselor-in-training programs
  - Water events
  - Free time
  - Transitions between activities

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The Value of Safeguarding

Questions for organizational reflection:

- How can safeguarding policies enhance communication and trust in our organization?

- What does safeguarding say, implicitly and explicitly, about our commitment to a client's dignity and well-being?

- Have we considered how emphasizing safeguarding will improve the relationship between employees and clients?

- How will safeguarding knowledge/awareness serve us in other areas of ministry or outreach?

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The Value of Safeguarding

Questions for organizational reflection:

- Without limited, few, or no standardized safeguarding protocols, what is the safety risk to those we serve?

- Have we considered the organization's potential vulnerabilities?

- What is the risk of false allegations to employees and volunteers?

- What is the financial and reputational risk to the organization?

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Voice at the Top

- Leadership needs to be committed and vocal

- Prevention is not one individual's or organization's role

- Fulfill the organization's mission

- Effective stewardship of resources

- Influential voice to community stakeholders

- Torchbearers among other organizations

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The Seven Characteristics of a Culture of Safety

Standards are Clear

Standards are Enforced

Everyone Knows Safety is Part of Their Job

Everyone Takes Warning Signs Seriously

Everyone Report Their Concerns

Morale is High

Quality is Institutionalized

28

? Questions

29

KEEP IN TOUCH

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30