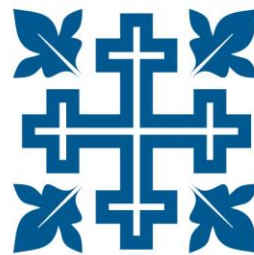


Safeguarding Principles to Inform Policy Development

Presented by
PRAESIDIUM
In partnership with FADICA

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Voice of FADICA



FADICA

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PRAESIDIUM



Our mission is to prevent the sexual abuse of children and vulnerable adults
and to preserve trust in respected organizations.

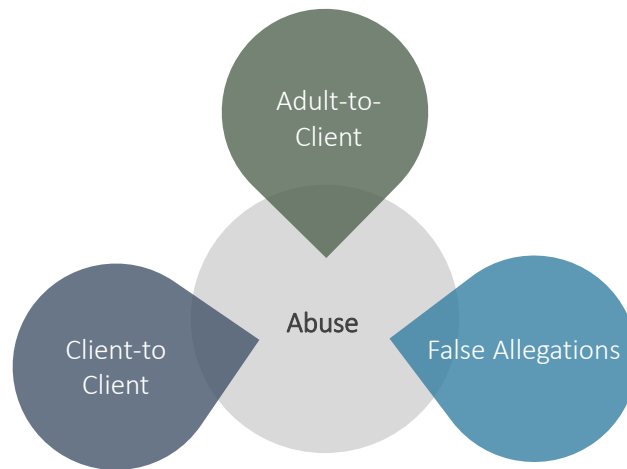


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Foundational Knowledge

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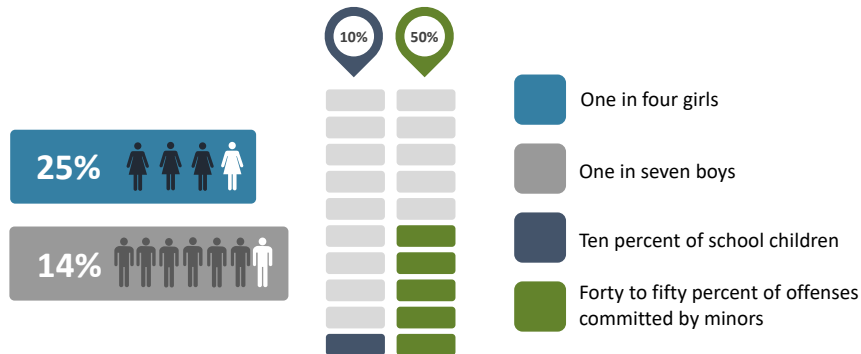
Important Risks to Safeguard Against



Types of Abuse

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

Scope of the Problem

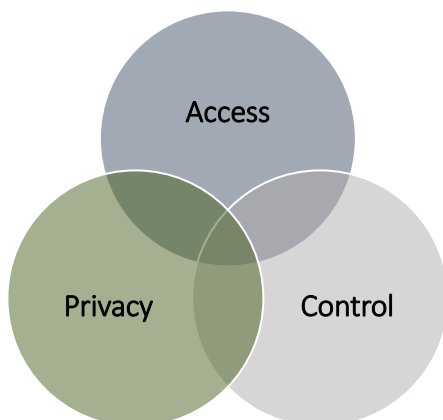


Youth-to-Youth Abuse



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

Adult-to-Client Boundary Violations and False Allegations



✓ Access

✓ Privacy

✓ Control

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

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



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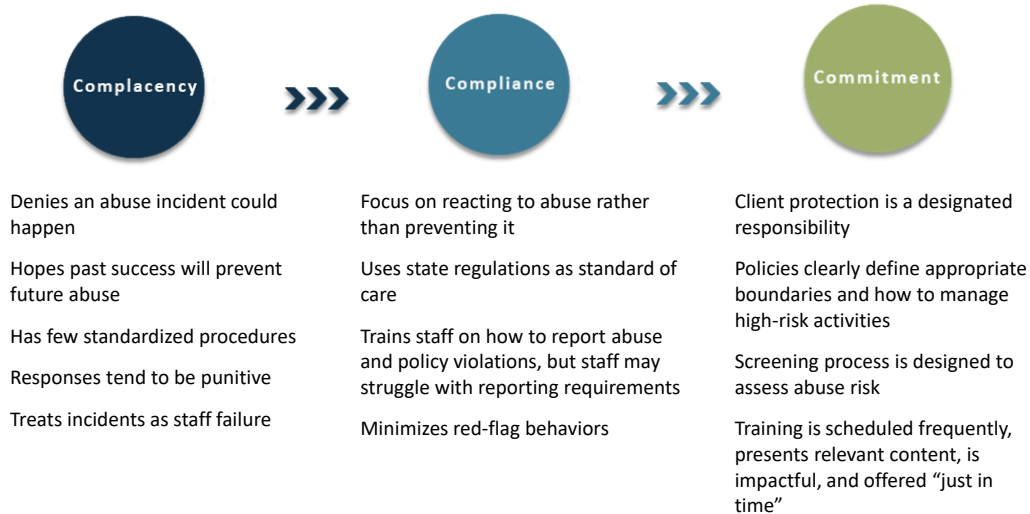
Managing Risk: The Challenges

- ✓ 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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Continuum of Commitment



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

Opportunities for Reflection

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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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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

The Value of Safeguarding

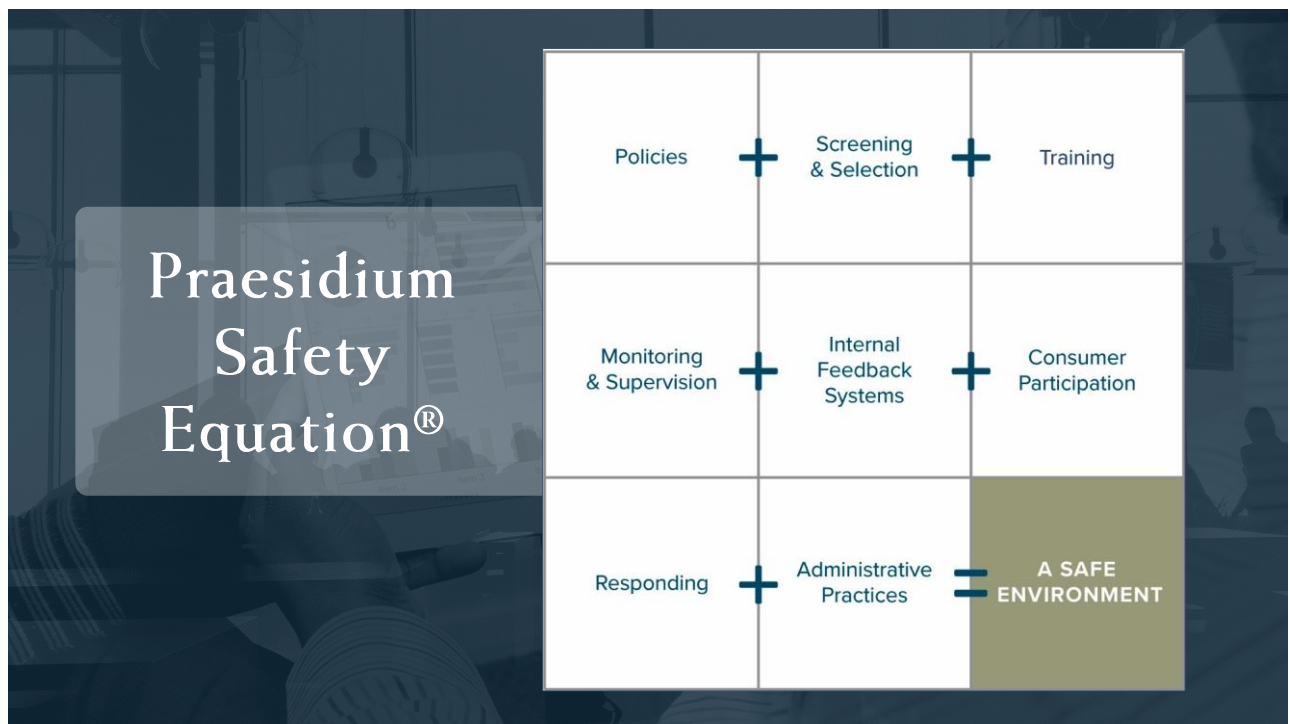
Questions for organizational reflection:

- 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?

The Value of Safeguarding

Additional 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?



Best Practices in Safeguarding

- ✓ Written policies regarding interactions and boundaries
- ✓ Criminal background and reference checks
- ✓ Annual abuse prevention training
- ✓ Written procedures for managing high-risk activities (1:1, bathroom, transportation)
- ✓ Written supervision requirements of staff and volunteers
- ✓ Analysis of trends or patterns to impact decision making and risk reduction
- ✓ Education and empowerment of vulnerable populations
- ✓ Written procedures for responding and reporting
- ✓ Board involvement/awareness
- ✓ Demonstrated commitment from leadership
- ✓ Low tolerance for drift from standards



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Safeguarding Policy Framework: Key Components

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Decision Points

- ✓ Scope of the Policy
- ✓ Code of Conduct / Boundary Guidelines
- ✓ Screening and Hiring
- ✓ Onboarding and Training
- ✓ Supervision and Support
- ✓ Responding and Reporting
- ✓ Governance and Accountability

[A Roadmap for Developing Your Safeguarding Policy](#)



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KEEP IN TOUCH

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