Creating a Blueprint for Child Protection

PROTECTING CAMP & CAMPERS FROM CHILD ABUSE

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Children’s Advocacy Center

1,000+ children seen annually for crisis intervention & treatment

Leader in Education, Training, Policy Creation, Audit, and Advocacy
A World at Risk

Pastor Charged With Raping Teenage Girl Is In Ecuador, Police Say

13-Year-Old Allegedly Killed by Va. Tech Student Was Stabbed to Death, Official Says

By EMILY SHAPIRO
Feb 2, 2016, 3:08 PM ET

Los Angeles Schools to Pay $139 Million in Child Abuse Scandal
But Camp Is Different, right?
Abuse 21%
CAMP IS AT RISK!

Detroit JCC Day Camp Ignored Warning About Porn Counselor

Tenafly camp counselor, 16, charged with sexually abusing boys

Former Camp Counselor Charged With Child Pornography

Camp Counselor Accused of Sexual Abuse Arrested for Child Porn Possession
Protect Your Donor’s Investment
After countless YSO failures

✓ University
✓ Summer Camps
✓ After school programs
✓ Head Start
✓ Mandated Reporters

BCAC started training & auditing and we discovered ...
When You Protect Children

- Appreciate the risk of minors at camp
- Begin to minimize and manage risk
- Implement policies to respond to allegations of abuse

YOU PROTECT CAMP!
Any schmuck can tell you...

Don't hit kids!  
Don’t have sex with kids!
Multiple Exposures to Risk

- Pedophiles
- Opportunistic
- Inaction
- Stupidity
- Camper On Camper
- CIT and Staff
The Great Balancing Act

TWO MUCH WORRY

TWO MUCH FREEDOM
Child Abuse is only a part of the camper puzzle
You Need to Protect Camp

Not just from pedophiles and abusers
But also from campers and the problems they come with that explode in your lap!
Here’s what all kids bring with them to camp

What’s in your campers’ bags?
BAGS

- Bullying & Relationships
- Anxiety & Adverse Childhood Experiences
- Grief & Family Stressors
- Social Media & Peers
Adverse Childhood Experiences

- Center for Disease Control
- 64% of adults had 1 or more ACEs
- 87% chance of more than 1 ACE
- Leads to significant future poor health and crime outcomes

**ABUSE**
- Physical
- Emotional
- Sexual

**NEGLECT**
- Physical
- Emotional

**HOUSEHOLD DYSFUNCTION**
- Mental Illness
- Incarcerated Relative
- Mother treated violently
- Substance Abuse
- Divorce
What is in these kids’ BAGS?

And you don’t know it

Of 76 million children in the US
46 million will have their lives impacted by trauma
15 million children witness domestic violence every year
1 in 8 children will be a victim of maltreatment by 18
Only 10% of victims will EVER report their abuse

95% of people with an eating disorder are 12 – 26 years-old
11% of adolescents have a depressive disorder by age 18
Suicide is the 3rd leading cause of death for kids age 10 – 24
1 in 4 children report being bullied
True Meaning of Child Protection

Responding to Children in Crisis & Trauma

Preventing Child Abuse
Creating a Blueprint for Child Protection

Choose to protect children → Audit Policy & Craft New → Build a better supportive environment

Train Staff → Open dialogue with staff, parents, campers → Protect CAMP!
Create Your Blueprint

1. Check Yourself
2. Take Inventory
3. Create Policy
4. Implementation
5. Train Everyone
6. Be Prepared for Crisis
1. Check Yourself

- Conduct an evaluation
- What systems do you have / don’t have?
- Ask your team difficult “what if questions”
- Look at your program from different eyes
- Consider outside help
- What are your current policies?
2. Take Inventory

• Who is your staff?

• Who else can be considered Camp staff?
  • Camp Spouses
  • Maintenance & Housekeeping
  • Visiting Faculty

• What about “other programs”
  • Who rents or uses your camp facilities?
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<th>Question</th>
<th>Yes</th>
<th>No</th>
<th>Comments/Questions</th>
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<tr>
<td>How many children are on camp at any given time?</td>
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<td>Does your camp ...</td>
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<td>Have a process for dealing with disclosures of abuse (From child, from a staff member, from a 3rd party...)?</td>
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<td>Have knowledge of your State policies on mandated reporting and child abuse laws?</td>
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<td>Educate/train staff on their roles and responsibilities with regards to reporting abuse?</td>
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<td>Educate/train staff on risks associated with working with children?</td>
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<td>Have knowledge of your State’s consequences for failure to report?</td>
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<td>Have a procedure for communicating with parents when an allegation is made or a crisis occurs?</td>
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<td>Have a process for handling allegations and reports to protect confidentiality of the child or staff member?</td>
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<td>Conduct a background check on all staff (what about spouses)?</td>
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<td>Have a process for reporting abuse internally?</td>
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<td>Have a process for reporting abuse externally?</td>
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<td>Have a written plan and policy regarding child abuse that all staff and parents have reviewed?</td>
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3. Craft Effective Policies

CDC Key Components:
1. Screening & Selecting Employees
2. Guidelines on Interactions between individuals
3. Monitoring behavior
4. Ensuring Safe Environments
5. Process to respond to inappropriate behavior, policy breaches, & allegations or suspicions of abuse
Establish Your Reporting System

1. Create a system that works for you – FOR ANY CHILD TRAUMA!
2. Consider confidentiality
3. Know your local law: *Each State has its own system and reporting numbers*
4. Inform staff of their individual duty as mandated reporters
5. Designate designees & “reporting captains”
6. Know your duty as the head of the institution
Where Does The Report Go?
4. Implementation

- Put policy into action
- Incorporate child protection into
  - Team discussions
  - Evaluations
  - Supervision
  - Hiring Practices
- Safe Environments
- Create a culture of support & accountability
Time to Run Child Trauma Drills!

- Test sprinklers
- Run fire drills
- Emergency prep drills

But what about the incidents that occur most often: child trauma?

Does your staff know how to respond?
Goal is to Protect Staff from themselves

All interactions with children should be:

✓ Appropriate
✓ Observable
✓ Interruptible
5. Train Everyone

- Protect staff from themselves
  - *In Camp and Out of Camp*

- Prepare staff to respond
  - *To crisis & to BAGS*

- Evaluate how you train
  - *What information is actually getting to staff*

- Staff support
  - *Who can staff go to when they are in crisis?*

- Supervisors
How will you listen to kids (and staff) this summer?
Camp’s Emergency Response Toolbox

- Reporting Abuse
- Camper BAGS
- Disaster Response

Camp’s Emergency Response Toolbox
6. Be Prepared for Crisis

Build a crisis preparedness kit

- Response tree
- Mock Letter to parents
- Call List – Board President, Lawyer, Insurance, CPS and Law Enforcement
- SW or other MH professional at the ready
- Media Statement and Spokesperson

Crisis is not just disaster response!
SAFE CAMP

- BAGS Awareness
- Supportive Environment
- Effective Child Protection Policies
- Trained Staff

SAFE CAMP
Questions?
Thank you!

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www.BaltimoreChildAbuseCenter.org