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## Child Abuse Prevention *Training for YMCA Staff*



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# Child Abuse Prevention

## **Agenda**

- Introduction
  - Mission & Background Information
- Understanding the Scope of Child Abuse
  - Definitions, indicators and characteristics
- Preventive Measures for Staff and Volunteers
  - Education, limiting contact, affection, discipline & supervision
- Actions After the Fact
  - Reporting, documentation, communicating & disclosure
- Video and Discussion
- Conclusion

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# Child Abuse Prevention

## ***Child Abuse Prevention & The Mission***

- The YMCA cares about children and has a responsibility to provide a safe environment
- Providing a safe and caring environment is everyone's job
- Our commitment to building strong kids, strong families, and strong communities requires that the YMCA help educate children, parents, and the community about keeping kids safe

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# Child Abuse Prevention

## *Training Objectives*

- Dispel the myth that “it can’t happen here”
- Understand the YMCA philosophy, policies, and guidelines relating to child abuse
- Learn how to protect yourselves and others from accusations of abuse
- Recognize signs and symptoms of child abuse
- Understand about mandated reporting, how to document observations, and the reporting protocol
- Learn how to respond to victims of abuse

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# Child Abuse Prevention

## *Background Information*

- **YMCA Facts**
  - YMCA is one of the largest providers of programs for children
  - YMCA is largest childcare provider in the US
  - 90% of claims over the last three years in YMCAs have been child to child
- **US Statistics**
  - 1 in 4 girls is sexually abused before age 18
  - 1 in 6 boys is sexually abused before age 18
  - 39 million survivors of child sexual abuse in US
  - 90% are abused by someone they know

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## Child Abuse Prevention

### Definitions of Abuse

- Physical abuse
- Neglect
- Emotional
- Sexual



*Handouts 1 & 2*

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## Child Abuse Prevention

### Myths about Sexual Molestation

- Mostly Adult White Males with Children:
  - One-third of sexual molestation is child to child
  - Juvenile molesters originate from all ethnic, racial, and socioeconomic classes
  - Typically, children select a victim they know, most commonly a seven- or eight-year-old relative or acquaintance
  - Most child molesters commit their first assault during their teen years and continue until they are caught. Although it's true that most child molesters are men, characterizing them as old is inaccurate

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## Child Abuse Prevention

### *Categories of Abusers*

- Strangers
- Family members and acquaintances
- Staff and volunteers
- Other youth



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## Child Abuse Prevention

It's Time for a **SONG!**



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## Child Abuse Prevention

### Bullying

Half of all students report being bullied at some time and 15% of students are bullied on a daily basis. 20-40% of adolescents are victims of cyber-bullying.

#### What is Bullying?

- Physical - hitting, kicking, pushing, choking, punching
- Verbal - threatening, taunting, teasing, starting rumors

#### Bullying is like other forms of harassment

- Done by someone with more power or social support to someone with less power or social support
- Often includes the abuser blaming the target for the abuse
- Often it leads to the target blaming him or herself for the abuse

*Handout 3*

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## Child Abuse Prevention

### Bullying

Adults can intervene effectively to reduce bullying. Children learn from what they see us do, rather than from what we say. When adults do not intervene, bullies may feel there is nothing wrong with their actions. Targets may feel they deserve the bullying.

- Education – for bullies & targets
- Awareness – empowering bystanders
- Lines of Communication
- Consistent Policies

*Handout 4*

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## Child Abuse Prevention

### *Preventing Child Abuse*

- Rule of Three
  - One adult, two children
  - Two adults, one child
  - Three children



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## Child Abuse Prevention

### *Preventing Child Abuse*

- Communication & Image
- Social Networks
- IM & Email
- Contact



*Handout 5*

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## Child Abuse Prevention

### *What is Appropriate?*

Holding hands	Piggyback rides
Child sitting on your lap	Backrub
Buttoning a child's pants	Wrestling or roughhousing
Pat on the shoulder	Playing mercy or uncle
Hugging	Carrying a child on your hip
High fives	Shoulder rides
Secret handshake	Touching where swimsuits cover
Resting head on your shoulder	Spider swing
Squeezed together on a couch	Touching the neck
Applying sunscreen to a child	Child hanging on your body
Caressing	Playing airplane
Kiss (on the cheek, mouth, top of head)	

***Handouts 6 & 7***

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## Child Abuse Prevention

### *A Child's Right to Privacy*

- Children have a right to privacy with in the confines of health and safety
- Older children should not be observed while changing, showering/ toileting
- Children with disabilities may require assistance, but should be done in the view of others
- Staff should also protect their own privacy and should not shower, change in front of the children

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## Child Abuse Prevention

### ***Discipline***

- Age appropriate & related to the behavior that you are trying to change
- Slapping, hitting, and spanking are inappropriate
- Running extra laps, doing push-ups, or other physical exercises should never be for discipline
- Withholding food or water is never an appropriate disciplinary strategy
- Staff should be role models for exercising self-control
- Take a break
- Any disciplinary measure should be constructive

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## Child Abuse Prevention

### ***Reporting***



- Mandated
- Follow YMCA procedures – *chain of command*
- Documentation

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## Child Abuse Prevention

### *Disclosure*

- Indirect hints
- Disguised Disclosure
- Strings Attached
- How to react?



*Handout 8*

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## Child Abuse Prevention

**It's Time for a SONG!**



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## Child Abuse Prevention

### Discussion Scenarios

What are some unique risks related to child abuse in terms of staffing for resident camp programs?

What are the unique issues that might make staff more vulnerable?

What aspects of your resident camp programs create some unique risks?

What can you and the YMCA do to minimize these risks?



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## Child Abuse Prevention

### Discussion Scenarios

What are some unique risks related to child abuse in terms of staffing for resident camp programs?

- Ages
- International Staff
- Gender Ratios
- CITs
- Supervision



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## Child Abuse Prevention

### Discussion Scenarios

What are the unique issues that might make staff more vulnerable?

- Cabins
- Showers
- Internet
- Ages



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## Child Abuse Prevention

### Discussion Scenarios

What aspects of your resident camp programs create some unique risks?

- Ages
- Private Spaces
- Supervision
- Bullying
- Changing/Bathing Areas
- Cabins



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## Child Abuse Prevention

### *Discussion Scenarios*

What can you and the YMCA do to minimize these risks?

- Rule of Three
- Private Times
- Supervision
- Limits
- Grandma Standard



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## Child Abuse Prevention

### *Summary*

- What activities or situations in our YMCA are potentially the most vulnerable?
- What would you do if you suspected a staff member, volunteer, or member of inappropriate behavior toward a child?
- What would you do if a child came to you accusing a staff member, volunteer, member, or another program participant of abuse?

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# Child Abuse Prevention

## *Training Objectives*

- Dispel the myth that “it can’t happen here”
- Understand the YMCA philosophy, policies, and guidelines relating to child abuse
- Learn how to protect themselves and others from accusations of abuse
- Recognize signs and symptoms of child abuse
- Become familiar with types of child abusers
- Understand about mandated reporting, how to document observations, and the reporting protocol
- Learn how to respond to victims of abuse

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