



Camper Sexual Abuse Prevention Training

INTRODUCTION

Timing:

This training will take approximately 20 minutes to complete.

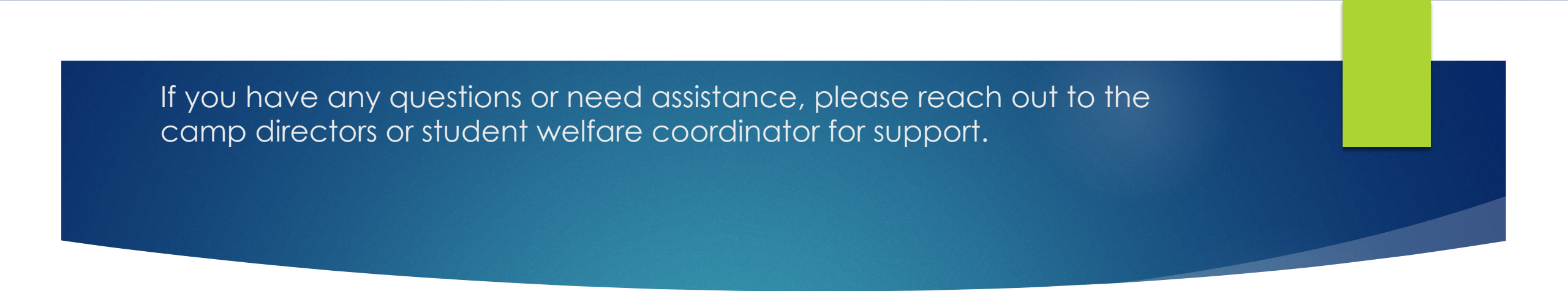
All SCA staff must complete this training. You will be asked to sign verification that you have completed this training at the end of the course.

Welcome

Welcome to the Camper Sexual Abuse Prevention Training. This course is intended for all staff and volunteers.

For the purposes of this training, we may refer to campers as “youth participants” or “child” and camp as “Youth Activities”, Camp directors or student wellness coordinator as “Authorized Custodian”.

The terms “youth participant” or “child” may be used interchangeably throughout this training.

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If you have any questions or need assistance, please reach out to the camp directors or student welfare coordinator for support.

This training on sexual abuse prevention addresses sensitive topics related to sexual violence, assault, and exploitation. Participants may encounter topics or depictions of traumatic experiences, which could be distressing and triggering for some individuals. We encourage discretion and self-care throughout the session. Participants are encouraged to seek support as needed.

Learning Objectives

- ▶ By the end of this training, learners will be able to:
 1. Understand the dynamics of abusive or sexualized behaviors among youth participants
 2. Identify measures to reduce instances of youth-to-youth or staff-to-youth 1:1 interactions
 3. Recognize inappropriate conduct in youth activity staff behavior toward youth participants
 4. Recall steps to respond to a disclosure or suspicion of abuse including strategies for communication with staff, youth participants, parents, and the media

Facts about Child Sexual Abuse

- ▶ Over 65,000 children are abused in the United States each year.
- ▶ Every 9 minutes child protective services finds evidence for a claim of child sexual abuse.
- ▶ About 1 in every 4 girls and 1 in every 13 boys in the US experience sexual abuse at some time in their childhood.
- ▶ Children of all races, ethnicities, and economic backgrounds are vulnerable to sexual abuse.
- ▶ 91% of child sexual abuse is perpetrated by someone the child or child's family knows.

Understanding the Dynamics of Youth Sexual Abuse



Defining Sexual Abuse

What is Child Sexual Abuse?

- ▶ Child sexual abuse is any interaction between a child and an adult (or another child) in which the child is used for the sexual stimulation of the perpetrator or an observer.
- ▶ Sexual abuse can include both touching and non-touching behaviors.
- ▶ Sexual abuse can be committed by any other person – a parent, a relative, a caregiver, a teacher, family friend, classmate, or a neighbor.

Defining Sexual Abuse

- ▶ Sexual abuse involving minors typically involves two different types of misconduct: sexual assault and sexual exploitation.
- ▶ While there are many different ways that sexual violence can occur, this training will focus on sexual assault and sexual exploitation.
- ▶ Sexual assault is sexual contact without consent.
- ▶ Consent is words or clear actions that openly show a person who is competent to give informed consent freely agrees to the sexual contact.
- ▶ Sexual assault is a violation of federal law.
- ▶ Sexual exploitation occurs when an individual attempts, takes, or threatens to take non-consensual sexual advantage of someone.
- ▶ Examples include:
 - ▶ Taking or distributing nude photos of someone without consent
 - ▶ Drugging someone for the purpose of making them vulnerable to non-consensual sexual contact
 - ▶ Forcing someone to pay money or engage in sexual activity in exchange for not distributing nude photos or private sexual information

Warning Signs

Recognizing Sexual Abuse

It's important that adult staff and volunteers understand the warning signs of child sexual abuse.

Some of these warning signs include the following:

- ▶ An increase in nightmares or difficulty sleeping
- ▶ Withdrawn behavior
- ▶ Angry outbursts/unexplained irritability
- ▶ Anxiety/separation anxiety
- ▶ Depression
- ▶ Not wanting to be left alone with a particular individual
- ▶ Sexual knowledge, language, and/or behaviors that are inappropriate for the child's age
- ▶ Sudden changes in eating habits
- ▶ Mood swings: rage, fear, insecurity or withdrawal
- ▶ Refuses to talk about a secret shared with an adult or older child

Identity and Sexual Violence

- ▶ Youth of color, youth without housing, youth with disabilities, and LGBTQ+ youth are more likely to experience sexual violence.
- ▶ 29.9% of lesbian or bisexual girls indicated they had been forced to have sex
- ▶ 25.5% of gay or bisexual boys indicated they had been forced to have sex Additionally, sexual violence against youth typically happens in familiar places.
- ▶ 10-31% in their home
- ▶ 24% in their neighborhood
- ▶ 15-44% in their school

Sexual Abuse Scenario: Youth-to-Youth

On the last day of the residential youth activity, a youth participant discloses that they have been sharing a bed with their roommate in the dorm. They state that they were both feeling homesick, and initially it was comforting to share a bed at night. They share with you that last night while they were going to bed, their roommate had touched them over their underwear. They state that they froze and did not know what to do in the moment, but it did not feel good and they need to talk to you.

Scenario Debrief

- ▶ In this situation, you are learning about youth-to-youth sexual abuse after it took place. Make sure that you are providing a safe space, but not alone, for the youth to share about their experience. Document what the youth reports to you and immediately notify your youth activity director or student welfare coordinator.
- ▶ This scenario must be reported promptly

Recognizing Inappropriate Conduct at Camp



Prohibited Conduct by Policy

Prohibited conduct includes but is not limited to:

- ▶ bullying
- ▶ indecent exposure
- ▶ child abuse
- ▶ child sexual abuse
- ▶ physical abuse
- ▶ discrimination
- ▶ sexual assault
- ▶ emotional abuse
- ▶ sexual exploitation
- ▶ grooming
- ▶ sexual harassment
- ▶ harassment
- ▶ stalking
- ▶ hazing
- ▶ manufacture of methamphetamines around a child
- ▶ inappropriate use of technology

Prohibited Conduct by Policy

- ▶ Additional prohibited conduct includes:
- ▶ 1. Infringement on the privacy of the youth participants in situations where they are changing clothes or taking showers, except in situations where a health or safety exception is necessary and appropriate.
- ▶ 2. Adults showering, bathing, or undressing with or in the presence of youth participants.
- ▶ 3. Photographing or recording in shower houses, restrooms, or other areas where privacy is expected by youth participants; and
- ▶ 4. Use of alcohol and illegal drugs when engaging with youth activities.

Grooming

What is Grooming?

- ▶ Manipulative behaviors that the abuser uses to gain access to a potential victim, coerce them to agree to the abuse, and reduce the risk of being caught. Abusers often use play, deception, threats, or other forms of coercion to engage children and maintain their silence.
- ▶ Examples of grooming behaviors may include:
 - ▶ focused, inappropriate special attention
 - ▶ arranging special activities and isolating youth participant from others
 - ▶ buying expensive gifts for the youth participant
 - ▶ giving them money

Sexual Abuse Scenario: Non-Touching Visual Sexual Abuse

During a field trip, an adult counselor invites a 15-year-old youth participant to view an app on their personal cell phone. The youth participant reports to you that the counselor is their neighbor and they have known each other for several years. You learn from the youth participant that the counselor was showing them images and videos involving nudity and sexually suggestive content on the app Snapchat.

Scenario Debrief:

- ▶ In this scenario, you've learned about a report of sexual abuse after it has already taken place. Ensure that you are providing a safe space for the youth participant to share their experience. Reassure the youth participant that they are not to blame and you are glad they came forward. Notify your Camp Director or Authorized Custodian as soon as possible. Document the report, including as much detail as possible about what was disclosed, and stick to the facts.
- ▶ Because this situation involves an allegation of abuse against a counselor, the Camps Directors must be notified immediately.

Managing One-on-One Interactions



Staff-to-Youth 1:1 Interactions

One-on-One Interactions

- ▶ All interactions between adults and minors in youth activities, including online interactions, must be observable and interruptible. One-on-one contact between adults and minors is prohibited except as outlined below:
- ▶ 1. There is a familial relationship between the adult and the minor.
- ▶ 2. One-on-one tutoring is occurring in an instructional or research setting/activity or other learning experience where one-on-one interactions (e.g., music lesson) is required for an educational program.
 - ▶ a. Interactions must remain observable and interruptible at all times.
 - ▶ b. Parents/guardians must be informed that program design will include one-on-one interactions.
- 3. An emergency warrants it, such as when one adult accompanies a youth participant to the emergency room, is summoning law enforcement, or is searching for a missing youth participant.

Youth-to-Youth 1:1 Interactions

Youth-to-Youth Interactions

- ▶ In residential youth activities, there may be times when youth have 1:1 interactions with each other. This includes overnight stays where two youth participants share a dorm room.
- ▶ Youth activities must establish behavior expectations that promote safe environments for all youth participants.
- ▶ Youth participants are prohibited from:
 - ▶ Actual or threatened violence toward any individual or group, including violence communicated online.
 - ▶ Engaging in sexual activity during youth activities (e.g., kissing, touching of private areas, or other sexual acts).
 - ▶ All forms of sexual violence (sexual harassment, sexual assault, dating or domestic violence, stalking, and sexual exploitation).
 - ▶ Sexual harassment can include verbal, physical or visual harassment. Examples include: making comments of a sexual nature, mimicking sexual acts, or displaying sexual images on a personal device.

Defining Inappropriate Interactions Between Staff and Youth Participants



Appropriate Interactions

- ▶ Adults in youth activities should maintain boundaries for acceptable behavior and interactions between adults and youth participants. Boundaries create a safe environment, prevent misunderstanding, and protect both the adult and the youth participant from potential harm.
- ▶ Professionalism. Adults should maintain professionalism when interacting with minors.
- ▶ Make in-person interactions observable and interruptible. By reducing isolated interactions between children and adults, youth activities can reduce the risk of abuse.
- ▶ Respect the Privacy of Youth. Adults must respect the privacy of youth in situations such as changing clothes or taking showers. Adults in similar situations (e.g., changing clothes and taking showers) must maintain their own privacy.
- ▶ Respect Physical Boundaries. Physical contact with youth participants should be limited. Physical contact may be initiated by the youth participant and is appropriate in some instances (e.g., high fives) and not in others (e.g., cuddling). If physical contact is warranted (e.g., assisting an injured youth off the field), staff should seek permission from the youth first.

Addressing Power Imbalance

- ▶ In youth activities, adult staff members always have a role of power and influence. This power dynamic is often a positive influence for youth participants and can include:
 - ▶ role modeling behaviors
 - ▶ providing guidance and mentorship
 - ▶ teaching important life skills
 - ▶ encouraging personal growth
 - ▶ fostering a sense of belonging and community
 - ▶ inspiring enthusiasm for a subject matter
- ▶ However, it is important to understand that sexual abuse can occur when an adult abuses the power they hold.
- ▶ In an attempt to avoid misuse of power by staff, all staff must follow behavioral expectations set by the youth activity. Establishing clear boundaries and creating a culture where youth can speak to staff without fear of reprisals will help limit the misuse of power.

Inappropriate Interactions

- ▶ Inappropriate interactions include, but are not limited to the following:
- ▶ Sexualized Behavior. Any behavior with sexual undertones or intentions, including initiating a dating relationship, is strictly prohibited.
- ▶ Physical Contact. Inappropriate physical contact including touching in sensitive or private areas, prolonged sensual hugs, or any contact that makes the minor uncomfortable.
- ▶ Secrets. Adults should never ask minors to keep secrets, especially secrets related to interactions between the adult and the minor.
- ▶ Online Interactions. Adults must increase visibility of online interactions and make interactions observable and interruptible. Being one-on-one with youth participants in virtual learning environments or private messaging youth participants is prohibited.

Identification and Reporting of Red Flag Behaviors



Examples of Red Flag Behaviors

- ▶ Red flag behaviors are undesirable behaviors by staff or youth participants that need attention and correction. Red flag behaviors are not necessarily abusive or against the law in singular or infrequent occasions.
- ▶ Examples of red flag behaviors:
- ▶ missing or ignoring social cues about the personal boundaries of others
- ▶ paying noticeably more attention to one youth participant
- ▶ isolating themselves and another person from the group, encouraging 1:1 interactions insisting on frequent physical touching
- ▶ making inappropriate comments about someone's physical appearance or other traits
- ▶ talking about sex, sexual activity, or using sexualized phrases
- ▶ relating closely to youth and acting distant among peer-aged adults

If You Observe Red Flag Behaviors

- ▶ All interactions between youth participants and staff in youth activities should be observable and interruptible. An observable and interruptible interaction is one where another person can see, hear, or has knowledge of the interaction and can interrupt if a concern arises. If you observe a red-flag behavior within your youth activity, you have a responsibility to interrupt the behavior.
 1. Interrupt the interaction.
 2. If appropriate, confront the behavior and provide constructive feedback.
 3. Always report behaviors of concern to the Camp Directors or Student Welfare Coordinator.

Red-Flag Behavior Scenario:

On the third day of the youth activity, you notice that one of the counselors has been waiting for a youth participant before walking to the dining hall together. You offer to wait up with the counselor to walk to the dining hall as a larger group, but they decline and insist on walking one-on-one with the youth participant.

Scenario Debrief:

- ▶ You did the right thing by trying to interrupt the behavior and maintain the “Rule of Three.” You understand the importance of avoiding one-on-one interactions between minors and adults whenever possible. If you feel comfortable, you should address the behavior and give constructive feedback.
- ▶ Always report behaviors to the program director or student welfare coordinator.

Responding to Disclosure or Suspicion of Abuse



Reporting

Reporting Sexual Abuse:

- ▶ Always start by reporting to the Camp Directors or Student Welfare Coordinator.
- ▶ Reporter must make an internal camp report and Camp Directors will escalate notification as warranted.

Responding to Youth Disclosures

- ▶ Keep interactions observable and interruptible (e.g., keeping the door open)
- ▶ Try to make the youth as comfortable as possible
- ▶ It may be difficult for them to talk about the abuse and they may feel embarrassed or think it was their fault
- ▶ Consider the youth participant's age and developmental level when using words, phrases, and references
- ▶ Remember, it is the responsibility of the Child Protective Services (CPS) and law enforcement system to conduct interviews of the child
- ▶ Multiple interviews may be traumatic and could negatively impact a CPS assessment or investigation
- ▶ The Mandatory Reporting of Child Abuse and Neglect training can provide additional information on making a report.

Communication Strategies



Parents of Involved Youth

- ▶ Camp Director or Student Welfare coordinator would handle the following:
- ▶ Prompt communication and transparency Parents/guardians of youth participants who may have experienced, witnessed, or have been accused of child sexual abuse while participating in youth activities must be informed. An exception should be made if the known or suspected perpetrator is the youth's parent or guardian.
- ▶ Communication should be clear, factual and empathetic, emphasizing the seriousness with which the matter is being addressed. Transparency is crucial to maintain trust and ensure that parents feel supported during this process.

Communicating with the Media

Do not communicate to the media.

- ▶ Youth activity staff and volunteers should never communicate with the media on behalf of the youth activity
- ▶ In the event that a media request is made, the youth activity Camp Directors should be immediately informed.

Knowledge Check #1

Which of the following is NOT a sign that a young person may be experiencing sexual abuse?

- a. Sudden change in behavior or mood
- b. Unexplained injuries or bruises
- c. Increased confidence and self esteem
- d. Avoidance of certain people or places

Check #1 Explanation:

Which of the following is NOT a sign that a young person may be experiencing sexual abuse?

- a. Sudden change in behavior or mood
- b. Unexplained injuries or bruises
- c. Increased confidence and self esteem
- d. Avoidance of certain people or places

Sudden changes in behavior or mood, unexplained injuries or bruises, and avoiding certain people or places all may be signs that a youth is experiencing sexual abuse. Increased confidence and self-esteem are unlikely to be signs of abuse.

Knowledge Check #2

As a youth activity staff, what can you do to create a safe environment and prevent sexual abuse?

- a. Avoid being one-on-one with youth participants
- b. Encourage open communication and listen to concerns
- c. Implement policies for prohibited conduct and behavioral expectations
- d. All of the above

Check #2 Explanation:

As a youth activity staff, what can you do to create a safe environment and prevent sexual abuse?

- a. Avoid being one-on-one with youth participants
- b. Encourage open communication and listen to concerns
- c. Implement policies for prohibited conduct and behavioral expectations
- d. All of the above

Avoiding 1:1 interactions with youth participants, encouraging open communication and listening to the concerns of youth participants, and implementing policies for behavioral expectations are all ways you can create a safe environment for youth and prevent sexual abuse from occurring.

Knowledge Check #3

Which of the following is NOT a common grooming tactic used by abusers?

- a. Offering gifts or special attention
- b. Establishing boundaries and respect
- c. Building trust and rapport with the youth and their family
- d. Isolating the youth from others

Check #3 Explanation:

Which of the following is NOT a common grooming tactic used by abusers?

- a. Offering gifts or special attention
- b. Establishing boundaries and respect
- c. Building trust and intimate rapport with the youth and their family
- d. Isolating the youth from others

When an individual is respectful toward youth participants and establishes appropriate boundaries during the youth activity, they are not engaging in grooming behavior. However, offering gifts or special attention, building intimate rapport with a youth's family, and isolating a youth from others are all signs that an individual could be engaging in inappropriate grooming behavior.

Key Takeaways

In this training, we have outlined:

- ▶ 1. the dynamics of abusive or sexualized behaviors among youth participants
- ▶ 2. measures you can take to reduce instances of youth-to-youth or staff-to-youth 1:1 interactions
- ▶ 3. how to recognize inappropriate conduct in staff behavior with youth participants
- ▶ 4. ways to respond to a disclosure or suspicion of abuse including strategies for communication with staff, youth participants, parents and the media

Remember:

- ▶ If you see something, say something.
- ▶ There are many people that can support you if you have questions or concerns.
- ▶ We all play a role in keeping youth safe

Signature for completion

I verify that I have read and completed the Camper Abuse Prevention Training.
To confirm the completion of your training please provide your signature [HERE](#).