

Evaluating Organizational Policies to Prevent Child Sexual Abuse

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Presentation Outline

- Project Collaborators, Partners, and Funders
- Child Sexual Abuse Prevention in Youth Serving Organizations
- Characterization of Prevention Efforts
- National Survey
- Next Steps
- Q&A



Project Collaborators, Partners, and Funders



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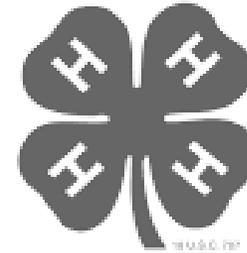
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BLOOMBERG SCHOOL
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**Bloomberg American
Health Initiative**

CSA Prevention in Youth Serving Organizations

- ✓ Up to 10% of children are victimized in educational settings (Shakeshaft, 2004).
- ✓ Approximately 1% of respondents reported CSA experienced in the context of YSOs. (Shattuck, Finkelhor, Turner, & Hamby, 2016).
- ✓ In Germany, 3% of adults reported experiencing CSA in an organizational setting (Witt et al., 2019).



CSA Prevention in Youth Serving Organizations

- ✓ YSOs have formally begun to CSA for decades
 - ✓ Many YSOs now implement an array of CSA prevention policies and measures that influence virtually all aspects of organizational practice
 - ✓ Large national YSO organizations require that all member sites implement CSA prevention measures
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Characterization of Prevention Efforts



Main goal was to index existing measures to prevent and respond to CSA in organizational settings



Partnership with:

- 4-H
- Big Brothers Big Sisters of America
- Boys and Girls Clubs of America
- YMCA of the USA



Approx. 2 million staff and volunteers who serve close to 20 million children per year

Characterization of Prevention Efforts

Our partner YSOs provided 161 documents:

- Qualitative analysis of 78 documents
- Identified 1,418 components of CSA prevention/intervention

We reviewed 5 sources of recommendations:

- CDC
- Australian Royal Commission
- Commit to Kids
- Situational Prevention model
- Ecological Perspective model

Findings

	Main Themes
1	Overall Commitment to Child Safety
2	Codes of Conduct
3	Training and Education
4	Assessment, Implementation, and Monitoring
5	Screening and Hiring Measures
6	Reporting and Responding to Child Sexual Abuse
7	Youth Problem Sexual Behavior
8	Boundaries for Teen/Young Adult Staff and Volunteers

Findings

Theme 1:	Most ¹	Some ²
Overall Commitment to Child Safety	4 subthemes	4 subthemes
	Ex.: Clear statement that all children have a right to an <u>environment free from violence, abuse, harassment, and discrimination.</u>	Ex.: Commitment to the <u>involvement of children in the formation of policy</u> , ensuring representation of children across all areas of decision-making, and recognizing children's readiness to engage as partners

- 1 – Elements identified in the documents of four or three organizations
- 2 – Elements identified in the documents of two or fewer organizations

Findings

Theme 2:	Most	Some
Codes of Conduct	11 subthemes	1 subtheme
	Ex.: Inappropriate relationships between staff and children. Staff and volunteers were <u>expected to not date</u> or become romantically involved with program participants, to <u>not keep secrets</u> with children and to <u>avoid displaying favoritism</u> towards any member.	Ex.: Communication with parents. How to communicate about concerns regarding problematic behavior in children, such as excessive absence or policy violations

Findings

Theme 3:	Most	Some
Training and Education	4 subthemes	0
	Ex.: Organization's code of conduct. Organizations emphasize their commitment to child protection and requires staff and volunteers to sign a pledge acknowledging and agreeing to abide by the organization's code of conduct. .	

Findings

Theme 4:	Most	Some
Assessment, Implementation, and Monitoring	4 subthemes	2 subthemes
	Ex.: Quality assurance. Establishment of a Board ; Self-assessment tools.	Ex.: Safe physical environment. Removing obstructions that might prevent clear line of sight for staff to supervise children, ensuring that meetings between staff and children are in unlocked rooms where they are visible to others.

Findings

Theme 5:	Most	Some
Screening and Hiring Measures	3 subthemes	1 subthemes
	Ex.: Background check/criminal history. Organizations specified barrier offenses that would prevent a potential volunteer or staff member from being hired.	E.x.: Interviews with prospective staff and volunteers. Identify characteristics that may increase the likelihood of engagement in sexual behavior with a child.

Findings

Theme 6:	Most	Some
Reporting and Responding to Child Sexual Abuse	4 subthemes	0
	Ex.: Organizational responses to CSA. Suspending the accused staff member or volunteer; contacting insurance agencies, legal counsel, and/or crisis management teams; Policies also described child-centered response strategies.	

Findings

Themes 7 and 8:	Most	Some
Youth Problem Sexual Behavior	Ex.: Steps for responding to inappropriate or harmful sexual behaviors included intervening to stop the behavior, notifying a supervisor, and notifying the children's parents.	
Boundaries for Teen/Young Adult Staff and Volunteers		Ex.: Specification that older children who participate in teen leadership programs should still be considered children involved in the organization rather than staff or volunteers

Considerations

- ✓ We examined a portion of the prevention material created by our partner organizations.
- ✓ It was beyond the scope of this project to evaluate the extent to which these organizations regularly employ these strategies.
- ✓ Prevention approaches may differ in some important regards based on YSOs location, resources, and organizational missions (e.g., sports, education, dance).

Implications for Practice

Insights from a YSO: 4-H Youth Development Program



Implications for Practice

Overview of the 4-H Youth Development Program



Implications for Practice



Reflecting on Strengths

Identifying areas that
requiring particular
attention and intervention

Evaluation of CSA YSO efforts



To evaluate the effects of YSOs' modern CSA prevention efforts on youth safety



National survey with approx. N=9,000



This is an ongoing project
Currently, in the first stages of survey
development

Content Warning

Next, we will discuss assessment of grooming behaviors and child sexual abuse victimization. The description of these behaviors might be disturbing for individuals who have experienced grooming and/or sexual abuse.

Key concepts: Grooming Behaviors

Did any adult staff members, or other adults in any organization ever:

- Tickle you
- Meet with you outside the organization's programming
- Confide personal things to you
- Give you beer or liquor
- Invite you to skinny dipping
- Ask you to talk about sexual things

Follow up question: Did that person ever actually do or attempt to do sexual things with you?

Key concepts: Grooming Behaviors

Did any adult staff members, or other adults in any organization ever:

- Offer to babysit you or your sibling(s) to help out
- Create a friendship with one or both of your parent(s) or caregiver(s)
- Take the family out for dinners

Key concepts: Use of Technology for Grooming

Did any adult staff members, or other adult from these organizations ever communicated with you by:

- Calling you on your cell phone
- Sending you email
- Online chat programs (e.g., IM, AIM, Yahoo)
- Reaching out to you via social media (e.g., MySpace, Facebook, Instagram, Snapchat)

Key concepts: Child Sexual Abuse

- Did anyone ever make you look at their private parts, or look at yours, when they shouldn't have?
- Did anyone ever touch your private parts when they shouldn't have, or make you touch their private parts?
- Did anyone ever try to force you to have sex, even if it didn't happen?
- Did anyone ever force you to have sex?

Adapted from *The Juvenile Victimization Questionnaire (R2) – Australian Child Maltreatment Study Version.*

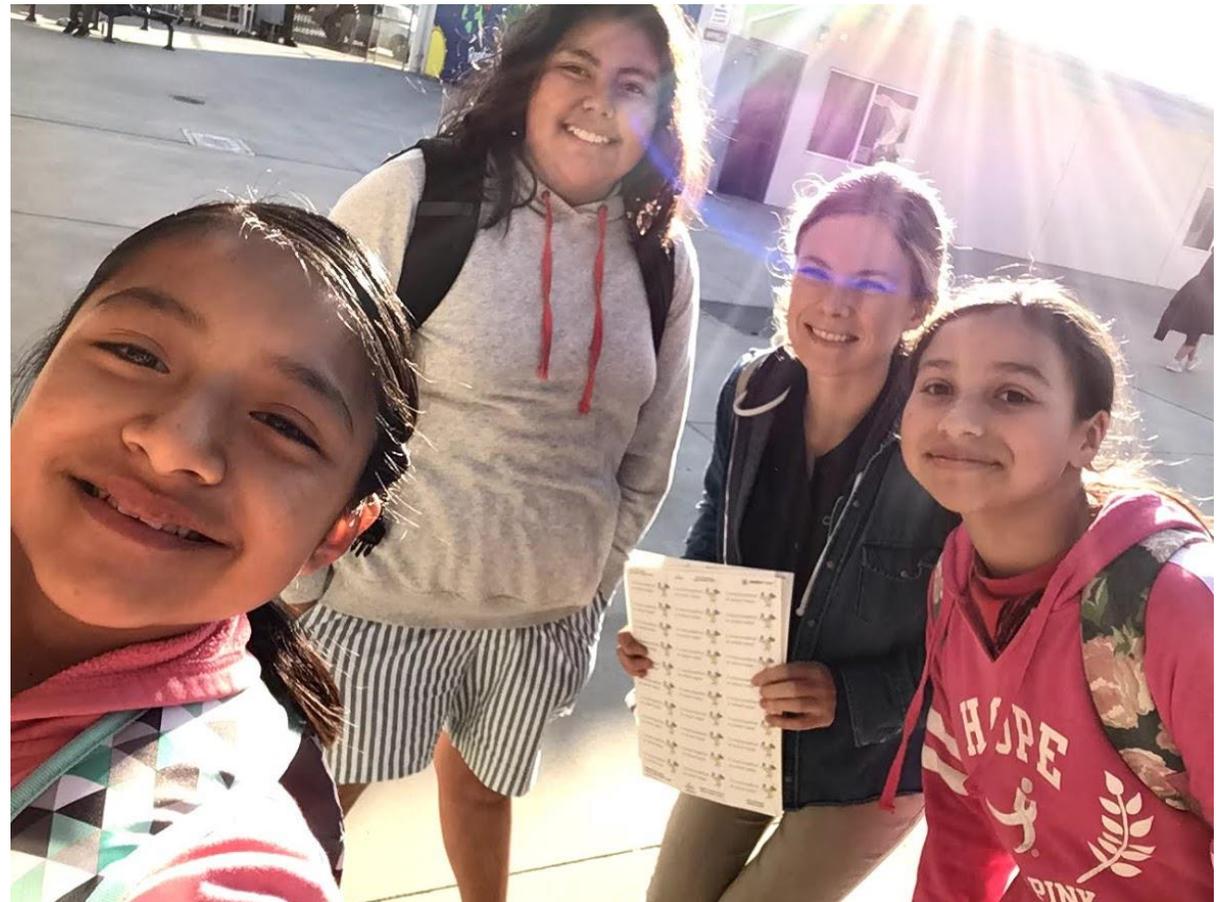
Key concepts: Child Sexual Abuse

Settings:

- Youth Serving Organizations
- Education
- Sports
- Religious
- Foster Care
- Family
- Other

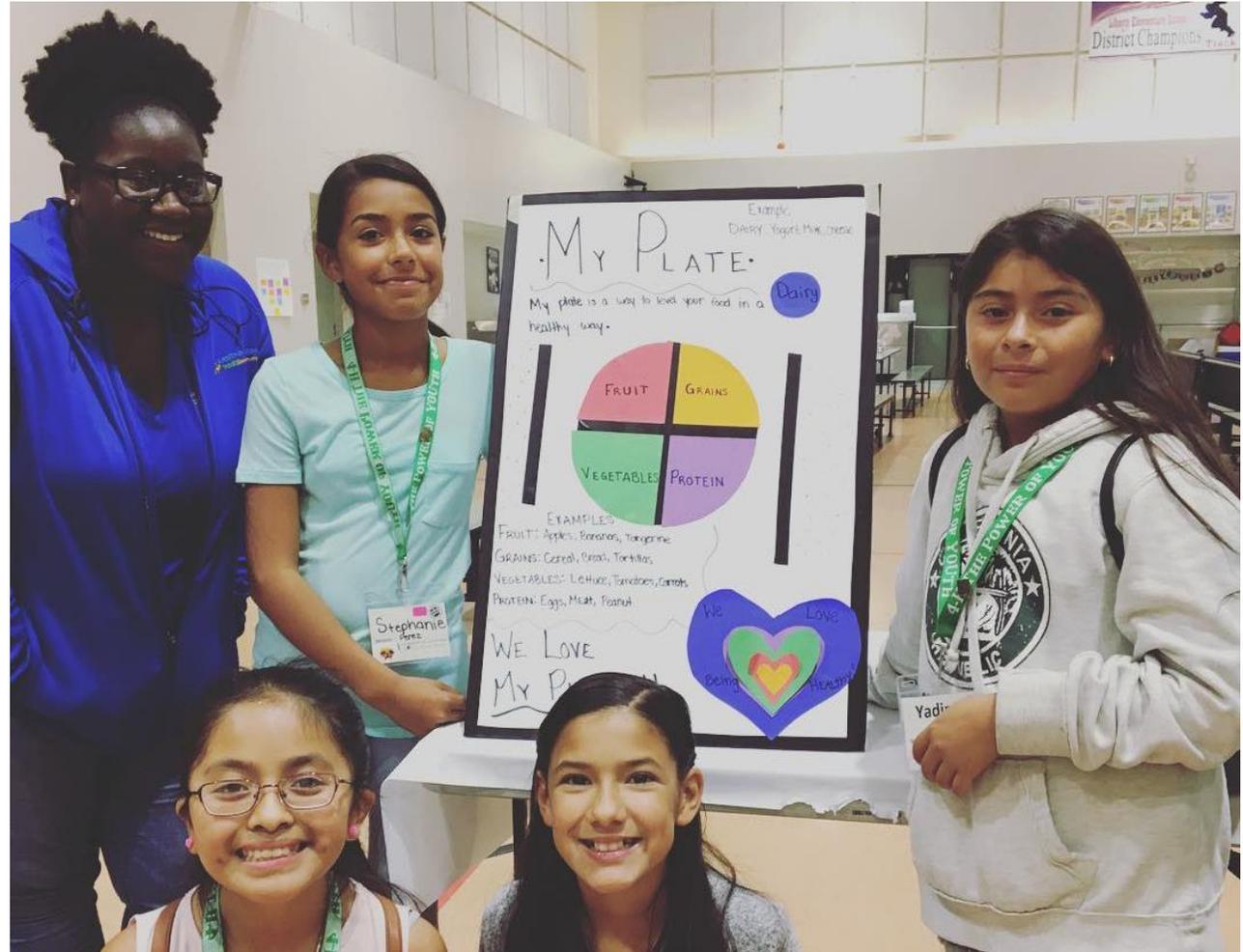
Implications for Practice

Insights from a YSO: CalFresh Healthy Living, UC (SNAP-Ed)



Implications for Practice

Overview of the CalFresh Healthy Living, UC (SNAP-Ed)



Implications for Practice



Reflecting on how this information can inform and improve sexual abuse prevention efforts.

Reflecting on potential challenges and resistance.

Next Steps

- Leadership Desk Guide with overarching principles
 - Critical questions to ask
 - What does it look like
 - How to get there
- Website development





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<https://www.jhsph.edu/research/centers-and-institutes/moore-center-for-the-prevention-of-child-sexual-abuse/>