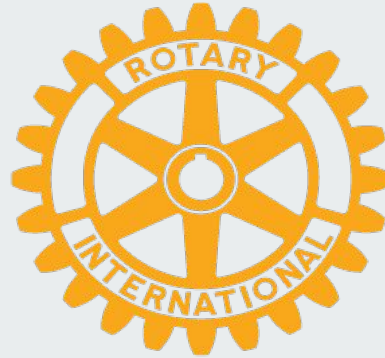


Youth Protection Presentation - DLA 2024

Rotary
District 6630



Created by: District 6630 Youth Protection Committee

Why Youth Protection?



US Department of Justice Recommendations (2021)*

The DOJ asks youth-serving organizations to think about the following key facts when thinking about youth protection:

- Nearly 60% of US children are exposed to violence in childhood and 26% directly experience or witness a traumatic event.
- Participation in activities run by youth-serving organizations are one of the best tools to counteract the effects of this exposure, giving children an expanded support network and the tools they need to build resilience.
- No organization is immune from the possibility of the wrong people being placed in positions of trust that allows them access to children.
- Protecting children requires developing an organization-wide culture committed to a multi-pronged system of protections



District 6630 Recommendations

District 6630 strives to create and maintain a safe environment for all youth who participate in Rotary activities (i.e., Rotary Youth Exchange, Rotaract, Interact, RYLA, Club meetings, programs and fundraisers, and other Club or District events)

- Rotarians, Rotarians' spouses and partners, and other volunteers must safeguard the children and young people we come in contact with and protect them from physical, sexual, and psychological abuse – we always lead by example of what it means to be a Rotarian.



District 6630 Recommendations

- Youth Protection training and the Youth Protection Policies and Procedures document provide specific guidance when dealing with youth in connection with district-authorized activities.
- Policies and procedures are written in accordance with the Rotary International Youth Protection Guide.
- Youth Protection Training is not an act of compliance, it is a demonstration of our commitment to the safety and well-being of the youth and their families in our district.



Key Considerations: Sexual Harassment

- Overt violations like sexual advances, requests for sexual favors, or verbal or physical conduct of a sexual nature that is unwanted or directed at someone unwilling or unable to provide consent, are clearly objectionable.

However, we must also consider the subtleties that occur, sometimes unknowingly, that are sexual harassment.



Subtle, unconscious forms of sexual harassment

- Sexual epithets or jokes, written or oral references to sexual conduct, gossip about one's sex life
- Comments about an individual's sexual activity, deficiencies, or prowess
- Verbal abuse of a sexual nature
- Displaying sexually suggestive objects or images
- Sexual leering or whistling or inappropriate physical contact such as brushing or touching
- Obscene language or gestures, and suggestive or insulting comments.



District 6630 is aligned with Ohio Legislation

Ohio's 134th General Assembly enacted Senate Bill 288 (Erin's Law) which includes:

- Updated requirements for schools and districts related to child sexual abuse prevention and sexual violence prevention.
- Requirements for student instruction, parent and legal guardian notification, and training for school personnel.

The District 6630 youth protection training aligns with Ohio's commitment to keep our children safe.

Critical Elements



- **Policy Development**

- Planning for club events with and without youth participation
 - What events is the club comfortable running
 - What challenges exist due to the nature of an event when thinking about youth participation

- **Training**

- Identifying boundary-violating or rule-breaking behavior
- Best practices
- Scope of Mandatory Reporting laws

- **Screening and selection of volunteers**

- Who goes through what level of background screening
- How are ineligible individuals identified and tracked

- **Monitoring and supervision**

- Who is responsible for the safety of minors at an event
- Who watches the volunteers
- Who reports to whom and when

RI Policy vs. Other Youth Organizations

	<u>Rotary</u>	<u>Scouts</u>	<u>First Lego League</u>
Who is screened	Levels depend on anticipated interactions with youth. Mandatory only for Rotarians who have unsupervised access to a child. Non-screened, non-Rotarian volunteers may participant as pairs.	Mandatory for all volunteers.	Minimum 2 coaches who have been through an online criminal background check. Mandatory for all volunteers & anyone accompanying students to competition (even their own children).
Frequency & scope of training	Annually for those required to do so. Includes DEI training.	Every 2 years. Includes DEI training.	Every 2 years. Includes DEI training.
Reporting requirements	Any misconduct that happens at a Rotary event. Includes awareness/monitoring of youth protection policies of partner organizations.	Volunteer policy violations, suspicious that a child is/has been abused (even outside of Scouts)	Volunteer policy violations
Youth Training	Included for YE students & families.	Mandatory , includes online safety	Mandatory, tiered by age group

RECEIVING AN ALLEGATION AND FOLLOW-THROUGH

Do

- Take all complaints seriously
- Remain calm
- Listen
- Make a note of what happened and witnesses
- Offer support

Don't

- Delay in Reporting
- Do Not Admit liability
- Do not Make Payments or Promise Coverage
- Do not try to handle the claim without the assistance of the insurance company.



Do's and Don'ts Continued

- Approach complaints with an attitude that is open, respectful, and supportive, rather than an attitude of alarm, resistance, or aversion to complaints.
- Assure the complainant that their complaint has been and will be taken seriously, given consideration, and that we will take action to stop harassment.
- Do not minimize or dismiss a youth who complained about conduct that's not perceived to be harassing or even inappropriate. Thank them for their courage coming forward and help all parties feel that they are in an environment that is positive and respectful for all.



The Role of the District

- District 6630 takes all allegations of abuse or harassment seriously and will handle them in accordance with the Abuse and Harassment Allegation Reporting Guidelines.
- The district will cooperate with all law enforcement agencies, child protective services, and legal investigations and will not interfere with official investigations when conducting its own independent review.
- District 6630 has appointed a youth protection officer and/or district review committee to evaluate and review files, policies, and allegations regularly. The district has already utilized said committee on multiple occasions as well as made updates to policy for the betterment of our Rotarians and District.



Receiving an Allegation Report

- You receive an allegation. What should you do?
 - Any Rotarian or adult leader to whom a program participant reports abuse or harassment, must refer the report to the sponsoring club YPO, but if none, to the Club President or her/his appointee.
 - Inform them of the situation and stick to the facts.
 - Offer support but allow them to do their job.



Duties of the Club YPO Regarding the Report

- Listen attentively and stay calm
- Assure privacy, but not confidentiality
- Get the facts, but don't interrogate
- Be nonjudgemental and reassure
- Document the allegation
- Protect the young person
- Report the allegations to appropriate authorities, if necessary



Complaints to District - Allegation Response

- Any complaint/allegation should be reported to the District Governor ASAP, but in no case more than 72 hours after the incident.
- District YPO and District Youth Chair(s) will assess the level of the complaint/allegation and decide if an action of the investigative committee is necessary. If so, one will be assembled.
- Review the complaint and determine who to interview. - It is the responsibility of Rotarians to cooperate in investigations. Non-Rotarians may also be interviewed.
- Conduct a thorough investigation.



Complaints to District - Allegation Response Continued...

Once an investigation is complete:

- Investigative Committee will write a summary of the incident including any recommended action(s) and those will be discussed with the Club.
 - View any complaints about inappropriate conduct as a reason and opportunity to assess your Club culture and consider existing dynamics to see whether improvements are needed in how your members interact in the environment and with one another.
- Examples of actions or recommendations:
 - Does the accused need to be removed from future youth activities?
 - Do we need to terminate the person's club membership?
 - How can the Club try and prevent an incident in the future?

Youth Protection Scenarios



Scenario #1 Part 1

Your Rotary club is planning their major fundraiser event for the year. You want to invite the Interact students to volunteer at the event to work the coat room and sell raffle tickets. Alcohol will be served to the adults at the event. What do you need to do in advance to ensure the safety of the students who will be present?



Policy Summary

Policy Reference:

- Pg. 5, Responsibilities
- Pg. 20, Event Review Checklist

Keyword:

- Event

[Youth Protection Manual Link](#)



Scenario #1, Part 1 - Key Points

- Do a site analysis in advance.
 - The event review checklist located on pg. 20 of the Youth Protection Manual can help with this.
 - Be sure to visit venue in advance. Where will students be located? Are they in the same room as the adults? The hallway? Just the coat room?
 - If alcohol is being served - Do students have access to the bar? Will they wear a wristband or something to show they are underage? Will you bring them water so they do not approach the bar at all?
 - What is your club's policy on controlling excessive consumption of alcohol? Are you in compliance with Rotary District insurance policies on serving liquor?
- Which Adult Rotarian has responsibility for youth volunteers? If this Rotarian becomes ill or cannot attend/leaves early, who is next in line?
 - Club YPOs should often have this responsibility. If they cannot attend, identify who will take over this responsibility. If it is a last minute change, be sure the new Rotarian is aware of their role.
 - It is crucial that students are introduced to and are aware of the adult they can go to with questions or concerns.



Scenario #1 Part 2

You have done your best to prepare for the inclusion of youth volunteers at this event in advance. However, later in the evening one of the adults that had too much to drink is now making inappropriate comments to a student in the coat room (i.e. suggestive or sexual remarks). One of the students comes to tell you that the adult is making them uncomfortable with his comments. What do you need to do?



Policy Summary Part 2

Policy Reference:

- Pg. 4, Definitions and examples of sexual harassment
- Pg. 7-10, Allegation Handling and Follow Through

Keywords:

- Sexual harassment, Allegation



Scenario #1, Part 2 - Key Points

- Priority 1: **Ensure youth safety**
 - Remove the alleged harasser from the presence of the students. If they refuse to leave the presence of the students, remove the students from that location. Prevent further contact with youth. Notify law enforcement if necessary.
 - Assure privacy but not confidentiality (may have to tell authorities, club president, DG, etc.)
- Alert the Club YPO and Club President
- Report must be made to DG within 72 hours of incident. DG will initiate investigation.
 - REMEMBER: You are not an investigator. Talk to child about pertinent information to ensure their safety, but do NOT interrogate them. The investigative committee will handle the investigation (with law enforcement if necessary).
- If the alleged harasser is not a Rotarian, an investigation will still be conducted.



Scenario #2

Your Rotary Club is sponsoring a community clean-up day with a local student group. There are three adults supervising the activity. One is a Rotary Club member who has been fully trained and qualified for “unsupervised access to youth” and two others are community volunteers, but not Rotarians. During the course of clean-up at the rather large park, some students start to stray into areas where they are not within the sight of all three supervising adults. As the trained Rotarian, how do you manage this situation?




Policy Summary

Policy Reference:

- Pg. 4, Definitions: Casual Contact and Unsupervised Access to Youth
- Pg. 6, Volunteer Selection and Screening

Keywords:

- Casual Contact vs. Unsupervised Access to Youth



Scenario #2 - Key Points

- Recognize the difference a person qualified to be involved with Unsupervised Access to Youth vs. Casual Contact has in working with youth.
- Policy mandates no unsupervised one on one contact with youth unless the supervisor is qualified for Unsupervised Access to Youth .
- Arrange the supervisors so that the unscreened “volunteers” work as a team.
- Supervise the participating Interactors by keeping all in sight of all adults.
- Consider how many “volunteers” the event really needs in advance.
- Also to consider: Transportation to and from the event.



Scenario #2 - Key Points Continued

- Do a thorough site analysis in advance:
 - a. How will drop off and pick up work? You cannot afford to lose a participant. What if a parent fails to arrive for pick up? What about unexpected participants (i.e. someone who brings a friend along)
 - b. How will you handle restroom breaks, water etc.?
 - c. How will first aid be handled (Bee sting, allergies, cuts, snake bite etc.)?
 - d. Assess special risks of the site: any cliffs, lakes or ponds, river, railroad tracks, high tension towers, i.e. any attractive nuisance.
 - e. How will you handle a weather emergency (Lightning, if cold- frost bite etc.)?
 - f. What equipment do your volunteers need (Gloves, trash bags, etc.)?
 - g. Did the Club obtain parental consent for participant, photo release, authority to authorize emergency medical aid?
 - h. Did the Club notify the Park authority, sign any necessary forms, provide proof of insurance etc.?
 - i. Are there any special insurance requirements. What if the event ends with fireworks? Etc.

Wrap Up



District Insurance Information

rotary.hylant.com

Login: rotary@hylant.com

Password: Rotary 1905



Important Links

- [District 6630 Youth Protection Website](#)
- [District 6630 Youth Protection Manual](#)
- [Rotary International Youth Protection Guide](#)
- [Rotary International Interact Website](#) (includes Handbook)

Important Contacts

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