

It's On Us

An Introduction to Youth Safeguarding Procedures for Lay Leaders

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Sacred Spaces

builds healthy Jewish communities by partnering with Jewish institutions to prevent and respond to sexual abuse and other abuses of power.



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Community Practices

Respect of experience, perspective, and identity.

Speak from your **Experience**.

Confidentiality means what's shared here stays here.

Consent, share what is comfortable to you.

Take Care of yourself and your community.

Pre-Training Survey

- Interest in learning how as a board member can support policy creation and living camp values
- Interest in resources, understanding best practices, and evaluating where camp is at with policies and learn from the past
- Majority overnight camps
- Of the camps who answered, 2/3rds said they have youth safeguarding policies and 1/3rd said unsure

Learning Objectives

- Understand the unique vulnerabilities of a camp setting and explain the primary types of abuse that can occur in camp settings.
- Discuss the role of board and camp committee members in relation to camp-based prevention and response policies and protocols.
- Understand 10 best practices for youth safeguarding and share a roadmap for implementing them at your camp.

Defining Our Terms

Youth

- Child or teen under the age of 18

Safeguarding

- The act of protecting youth from maltreatment.

Youth Maltreatment

- An overarching term that encompasses multiple forms of youth harm, including:
 - Child abuse
 - Sexual abuse
 - Physical abuse
 - Emotional abuse
 - Spiritual abuse
 - Neglect
 - Harassment
 - Bullying
 - Hazing



1 in 10 adults report having
been emotionally abused as
children.



1 in 5 adults report having
been **sexually** abused as children.



1 in 4 adults report having
been physically abused as children.



1 in 4 adults report having
been physically abused as children.

Most children don't tell.

Impact of Maltreatment

- Physical
- Psychological
- Neurological
- Spiritual
- Future victimization



What is Resiliency?



Ability to prevent or overcome impact of adversity.

Opportunity for an institution to create an environment of support.



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Unique Vulnerabilities of a Camp Setting

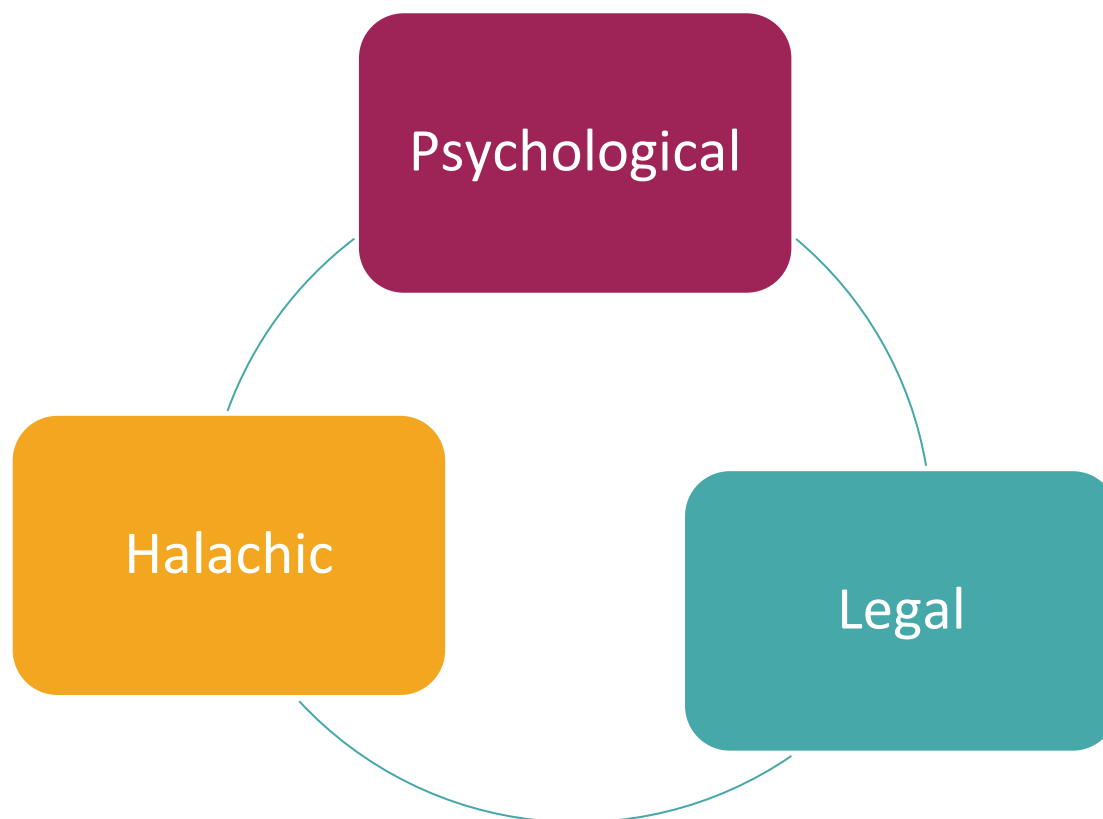
- Youth more vulnerable because they are out of their familiar settings.
- Unsupervised spaces.
- Unclear who youth can talk to if they feel unsafe.
- Chances for staff to be alone with campers.
- Need for hiring staff can mean taking higher risks with screening practices.
- Need to train staff on many protocols and policies can mean less time for training on preventing and responding to maltreatment.
- Ratio of staff to youth.
- More opportunities for youth to be alone with other youth.
- Sexualized environment
- Spaces that involve dressing - cabins, bathrooms, showers, swimming.
- Many youth who attend camp have already been abused - at higher risk for experiencing more abuse.
- Non-structured program time.
- Informal/casual environment of camp can make it easier to transgress boundaries.

Leadership Roles

Board

- Fiduciary Responsibility: Duty of care
- Take time to understand what is in place
- Ensure systems are in place
- Ensure cases are handled by special teams
- Message from the top
- Model interactions

Common Errors





**1. Form a Child Safety
Committee**



**2. Create
Opportunities for
Community Dialogue**



**3. Screen Employees
and Volunteers**



4. Assess your Space



**5. Implement
Guidelines for
Interacting with Youth**



6. Train Adults



**7. Support Victim-
Survivors**



**8. Develop Protocols
for Responding**



9. Empower Youth



**10. Maintain &
Evaluate your Child
Safety Program**



1. Form a Child Safety Committee

SAMPLE PRAYER FOR COMMITTEE WORK

There are competing values that may arise when developing a comprehensive child protection plan. This prayer helps to remind Committees of their core guiding value — protecting children.

יהי רצון מלפניך ה' אלוהינו שתברך ועדה זו ועבודתה כאן היום, שתצליח בידינו לייצר
נהלים המגינים על ילדינו. עזור לנו לזכור שבעדיפות עליונה עלינו להגן על בניך ובנותיך הרכים, הפגיעים
והרגישים - התלויים בנו לעשות הישר עבורם ולקדש שמך בעולם.¹

God, we ask you to bless this Committee and our work here together today/tonight, so that we can put procedures in place to protect children. We ask that you help us remember that our priority must always be to protect your children, who are so vulnerable and depend upon us to do what is right.



2. Create Opportunities for Community Dialogue

INTEGRATED EVENTS

- **Have a display** as part of fairs, festivals, and other events
- **Give a sermon or speech** as part of a service or communal gathering
- **Preface communal prayers**, such as the *mishaberach*, with reference to victim-survivors
- **Start meetings for staff, committees or boards** with a *kavanah* / intention-setting about safeguarding children and/or an update about your progress through Aleinu's 10 Best Practices
- **Collaborate with programmatic staff** to integrate the topic into their work

DEDICATED EVENTS OR ACTIVITIES

- **Focus groups** with parents or key constituencies
- **Phone calls** with key community members who will share action items with various community networks

COMMUNICATIONS

- **Social media campaigns** with information not only about youth violence but in educating your followers about child safety
- **One-pagers** in relevant locations, such as spaces where parents are present
- **Newsletters/Website** where Child Safety Committee members can share why your organization is participating in Aleinu
- **Added language** on promotional material for all youth programs
 - "Our Child Safety Committee is available to discuss any concerns related to safeguarding children. Contact them, by email at [redacted] or by phone at [redacted]."
 - Language you might employ later in your progression: "Our program has been reviewed by the Child Safety Committee and approved under the Safeguarding Children Policy"



3. Screen Employees and Volunteers

C	D	E	F	G
Position	Others might include homework buddy, mentor, tutor, babysitter..	Teen Counselor	Teacher	Volunteer
Written Materials				
	Written application	✓	(✓)	✓
	Cover letter		(✓)	
	Resume	(✓)	✓	(✓)
Verification	Employment	(✓)	✓	(✓)
	Educational institutions	(✓)	(✓)	(✓)
	Professional licensure		✓	(✓)
	Professional memberships		(✓)	(✓)
	Other		(✓)	(✓)
Background Checks				
	Criminal records		✓	✓
	National Sex Offender Registry			
	State Sex Offender Registry			

Training Videos: Simulated Interviews



Best Practice 3

Video: Simulated Interview

A photograph of children standing in a line, wearing colorful raincoats and rubber boots. The image is split horizontally: the top half shows the upper bodies and hands of the children, and the bottom half shows their lower legs and feet. The boots are various colors (black, blue, green, red) and are covered in mud. A teal text box is overlaid on the middle of the image.

No matter how pressing the need to hire, the need to safeguard youth is more pressing.



4. Assess your Space

Ask Yourself

- Who has access to this space?
- Can I observe this space?





5. Implement Guidelines for Interacting with Youth

Situation

- Need to transport camper offsite to medical appointment
- Camper wants to speak privately about an important issue
- Keeping in touch with campers after camp
- Camper needs something from bunkhouse during meal
- Shower time
- Bus rides
- Shabbat walks





6. Train Adults

	A	B	C	D	E	F
1						
2	Group	Affirmation	Formal Training	Other	Frequency	Coordinator
3	Teachers	✓	✓		Annual	Education Director
4	Volunteers	✓	✓		Annual/As needed	Education Director
5	Shabbaton Hosts	✓		Conversation	As needed	Lead Shabbaton Staff Member
6	Board Members	✓	✓		Annual	Child Safety Committee Chair
7	Clergy	✓	✓		Annual	Child Safety Committee Chair
8	Maintenance/Office Staff	✓	✓		Annual	Executive Director
9	Camp Drivers	✓	✓	Conversation	As needed	Camp Director
10	Visiting Experts	✓		Conversation	As needed	Executive Director
11	Synagogue Members	✓		Sermon, focus group, community aware	Annual/As needed	Clergy/Child Safety Committee
12						





7. Support Victim-Survivors

SAMPLE INTRODUCTION TO COMMUNAL PRAYER FOR HEALING

As we pray for general healing and recovery, let us take note of those—within our community and beyond it— experiencing physical, emotional, and spiritual injury as a result of abuse or harassment. God, we pray that you ease the pain of those suffering from trauma and provide solace to those feeling alienated or alone. Empower each of us, God, to support the healing and growth of all those in our community as we work to prevent future harm.



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8. Develop Protocols for Responding

Developing a Reporting Structure

Receiving a Report

Action Planning

Fact-Finding and Decision Making



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9. Empower Youth

1. Body Safety

Unlike physical abuse, sexual abuse doesn't always feel bad. Instead of talking about "bad touch," provide rules such as "The areas covered by your bathing suit are not to be touched by or shown to others, except for health reasons (e.g., doctor's visit) or help getting clean (e.g., bathtime)." Avoid euphemisms or nicknames when talking about the body to promote stigma and shame of the body. Instead, teach your child about the correct terms for body parts, to promote openness and clarity of communication.

2. Bodily Autonomy

Children and teens are in charge of the physical affection they give and receive — an actual yes rather than the absence of a no — applied to all types of interaction. Set boundaries so children and teens know they are in charge: "Would you like a hug?" "I respect your child's right to decline affection: 'I'm not tickling you now because you asked me to stop when you're ready.'" Reinforce your child's right to say no to adults who may be interested in physical affection but doesn't love hugs but seems very interested in a fist bump" or, more directly, "Respecting our children's right to decide what kind of physical affection they want and how much and just might want to express it in a different way right now."

3. No Secrets

Adults should never ask children to keep a secret from their parents. Teach children the difference between a surprise (something kept quiet temporarily and then shared, which would bring joy) and a

4. Internet Safety

The internet is a vast and ever-changing world. The key to navigating the internet is ongoing communication. Say to your children: "It's my job to help you stay safe online. Help them understand that the internet is not the right place for all information about bodies or sex, please come to me, and we can discuss it. You can read or people you can talk to. The internet is not the right place to meet adults you meet on the internet who want to discuss this with you or

5. Getting Help

Remind children and teens that they have the right to get help. "You can always come to me, and I will help you." Together, you can make a list of 5 trusted adults your child can go to. Remind children to tell and keep telling until they get the help they need. If they're scared, it's okay and not your fault. If someone convinces you to break a rule or do something wrong, you will not be in trouble."



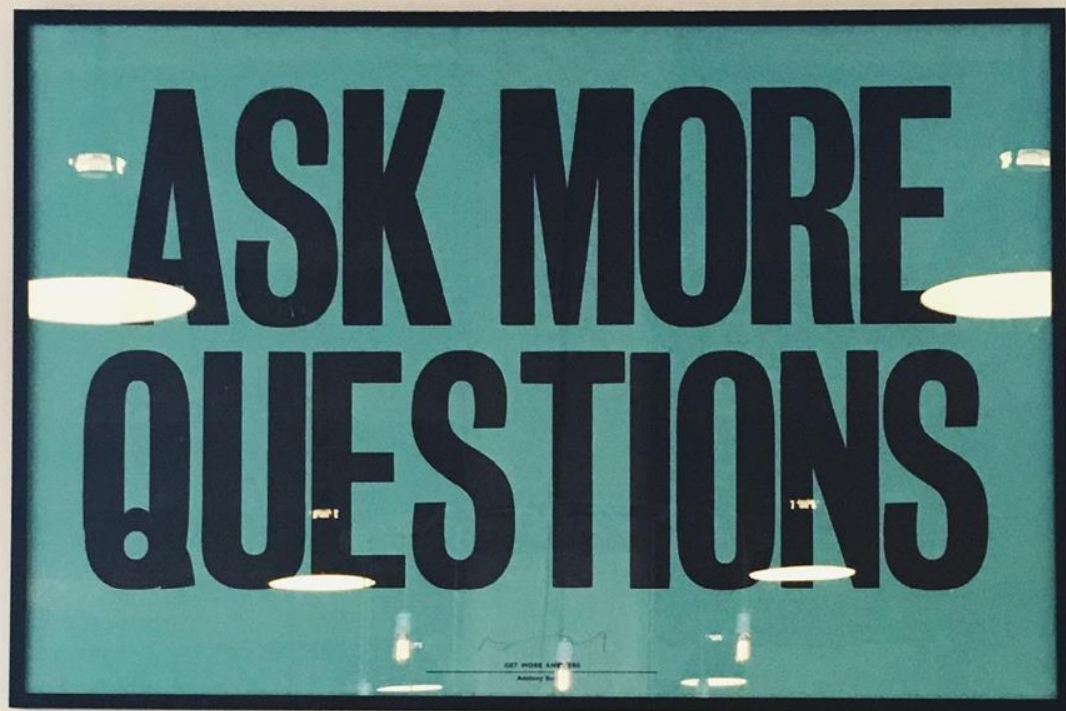
10. Maintain & Evaluate your Child Safety Program

- Personnel screening and evaluation practices;
- Training – content and participation;
- Assessment of physical space and online programming;
- Content and compliance with child protection policies;
- Feedback from people who work for and participate in your organization's programs
- Frequency of communications from the organization on the topic of youth safeguarding.
- Incident Reports



לֹא עָלֶיךָ הַמְּלָאכָה לְגַמּוֹר וְלֹא אֶתָּה
בֶּן חוֹרִין לְהִבָּטֵל מִמְּנָה.

It is not your duty to complete the work, but
neither are you free to desist from it.



What is one takeaway or action item
from today's trainings you want to bring
back to your camp?

We appreciate your feedback!

<https://www.surveymonkey.com/r/JCamp18023>



Creating Sacred Camps. Together.



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www.AleinuCampaign.org | www.JewishSacredSpaces.org