



BOY SCOUTS OF AMERICA

# **Camp Staff**

# **Youth Protection**

# **Training**



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# Camp Staff Youth Protection Training

**Time: 60 minutes**

## Learning Objectives

At the end of this session, each participant will be able to do the following:

- Define the importance of the BSA's Youth Protection program.
- Explain the session for Youth Protection camp staff training.
- Recognize the two types of youth protection-related reporting:
  - Incidents of suspected child abuse
  - Violations of Scouting's Barriers to Abuse
- Explain how to respond to and report suspected child abuse.
- Explain the BSA Youth Protection policies related to a camping situation.
- List the barriers to abuse that help protect youth.

## Takeaways

- Youth protection is an important part of staff training and everyday life at camp.
- It is important that all staff members know the BSA's policy on youth protection, as well as specific policies for their council.
- Every member of the BSA must take Youth Protection training using the online training course at [www.MyScouting.org](http://www.MyScouting.org) or leader-facilitated training. This includes all members of the camp staff as listed in the [National Camp Accreditation Program standards](#).

## Resources

- Camp Leadership—Youth Protection Begins With You™, No. 623-127
- [Guide to Safe Scouting](#), No. 34416

## Suggested Teaching Techniques

- Lecture
- Discuss camp situations concerning youth protection in a manner in which the policies are used to emphasize youth protection. It is important for participants to know the policies and to know their resources. If a participant appears uncomfortable for any reason, it may be appropriate to have a discussion with that person separately. Any such concerns should be discussed privately.

- This session should remind them of what they learned in the prerequisite training and reinforce what they need when they train their staffs on the topic, who will also be taking the online course.

## **Introduction**

Define the BSA's Youth Protection program and its importance in protecting youth, volunteers, camp staff, and councils.

*The BSA's Youth Protection program is designed to reduce opportunities for the abuse of youth in the Scouting environment.*

Hand out the pamphlet Camp Leadership—Youth Protection Begins With You™. Inform participants that material for this part of the presentation is taken from this resource.

Explain that *all* camp staff must complete the online training before camp opens.

**The Boy Scouts of America will not tolerate any form of child abuse—neglect, emotional abuse, physical abuse, or sexual abuse—in any phase of its program and will report all offenses to the proper authorities. Policy violators or abusers will be removed from camp and risk their removal from Scouting.**

Indicate that youth protection is a very serious matter in the BSA, and camp directors and program directors need to be trained and educated about youth protection issues. Emphasize that while camp staffs are unlikely to encounter situations of neglect or abuse, they need to recognize indicators of abuse and clearly understand the procedures of reporting the abuse according to BSA policies and local government regulations.

## **Abuse and Neglect**

Emphasize that youth may be abused

- In their homes by parents or siblings
- At school by teachers or other students
- In their neighborhoods by adults and other youth
- Even in Scouting by other youth, leaders, or volunteers

Remind everyone that Youth Protection Begins With You™.

## **Youth Protection Begins With You™**

### **Position Statement**

Youth protection can best be achieved through the shared involvement of everyone in Scouting.

### **Program Framework**

Youth protection relies upon the shared involvement of everyone in Scouting. This includes the following individuals:

- **Volunteers and leaders** who create a culture of awareness and safety within their units and councils and ensure their units follow the BSA's Youth Protection policies
- **Parents** who monitor and participate in their children's activities and teach them personal safety skills
- **Scouting professionals** who increase the awareness of the BSA's Youth Protection policies, make training available to everyone, encourage all Scouting units to include personal safety awareness education in their programs, and enforce Youth Protection policies in all council-sponsored activities
- **Anyone** who becomes aware of possible abuse within Scouting, who must report any suspicion to the proper authorities for review and investigation and notify the Scout executive immediately

## **Reporting**

### **Mandatory Reporting of Child Abuse**

BSA policy requires allegations of child abuse be reported to local law enforcement and child protection organizations. When such an allegation is brought to your attention as an employee, you should do the following:

- Ensure the safety of the child.
- Get detailed information from the person who is reporting the abuse.
- Inform that person of his or her duty to report to local law enforcement or child protective services.
- Notify the Scout executive or his/her designee immediately.

### **Authorities to Contact**

- State child and family protective service agencies are generally responsible for investigating abuse by family members (within the home).
- Law enforcement agencies are responsible for investigating allegations of abuse both in the home and by non-family members (out of home).
- Instances of online solicitation and/or exposure of youth to illicit material are reported to the Cyber Tipline at [www.cybertipline.com](http://www.cybertipline.com) or 1-800-843-5678.

### **Violations of Scouting's Barriers to Abuse**

When witnessing a violation of any of Scouting's Barriers to Abuse, all volunteers, parents, and employees are instructed to do the following:

- Maintain a *minimum* of two-deep leadership.
- Stop the violation immediately.
- Request any assistance needed.
- Ensure the safety and adequate supervision of all youth.
- Contact the Scout executive.

Due to the nature of the camping activity, you will need to maintain your supervision of youth in the program. BSA policy states you may not abdicate your reporting responsibility to someone else. However, it is not abdication to notify the camp director or Scout executive to *assist* in the reporting process. You will be required to share your knowledge of events to responding authorities.

### **Scouting's Barriers to Abuse**

The BSA has adopted the following policies for the safety and well-being of its members. While these policies are primarily for the protection of youth members, they also serve to protect adult leaders. Refer to the [Guide to Safe Scouting](#), the [Youth Protection tab at \[www.scouting.org\]\(http://www.scouting.org\)](#), contact your local council, or email [youth.protection@scouting.org](mailto:youth.protection@scouting.org) for more information.

**Minimum two-deep leadership on all outings required.** Two registered adult leaders, or one registered leader and a parent of a participating Scout or other adult, one of whom must be 21 years of age or older, are required for all trips and outings. Appropriate adult leadership must be present for all overnight Scouting activities; coed overnight activities—even those including

parent and child—require male and female adult leaders, both of whom must be 21 years of age or older, and one of whom must be a registered member of the BSA.

**One on-one contact between adults and youth members prohibited.** In any situation requiring a personal meeting, such as a Scoutmaster's conference, the meeting is to be conducted in view of other adults and youth.

**Separate accommodations for adults and Scouts required.** When camping, no youth is permitted to sleep in the tent of an adult other than his or her own parent or guardian. Councils are strongly encouraged to have separate shower and latrine facilities for females. When separate facilities are not available, separate male and female shower times should be scheduled and posted. Likewise, youth and adults must shower at different times.

**Privacy of youth respected.** Adult leaders must respect the privacy of youth members in situations such as changing clothes and taking showers at camp, and intrude only to the extent that health and safety require. Adults must protect their own privacy in similar situations.

**Inappropriate use of cameras, imaging, or digital devices prohibited.** While most campers and leaders use cameras and other imaging devices responsibly, it has become very easy to invade the privacy of individuals. It is inappropriate to use any device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants.

**No secret organizations.** The Boy Scouts of America does not recognize any secret organizations as part of its program. All aspects of the Scouting program are open to observation by parents and leaders.

**No hazing.** Physical hazing and initiations are prohibited and may not be included as part of any Scouting activity.

**No bullying.** Verbal, physical, and cyber bullying are prohibited in Scouting.

**Youth leadership monitored by adult leaders.** Adult leaders must monitor and guide the leadership techniques used by youth leaders and ensure that BSA policies are followed.

**Discipline must be constructive.** Discipline used in Scouting should be constructive and reflect Scouting's values. Corporal punishment is never permitted.

**Appropriate attire for all activities.** Proper clothing for activities is required. For example, skinny-dipping or revealing bathing suits are not appropriate in Scouting.

**Members are responsible to act according to the Scout Oath and Scout Law.** All members of the Boy Scouts of America are expected to conduct themselves in accordance with the principles set forth in the Scout Oath and Scout Law. Physical violence, theft, verbal insults, drugs, and alcohol have no place in the Scouting program and may result in the revocation of a Scout's membership.

**Units are responsible to enforce Youth Protection policies.** The head of the chartered organization or chartered organization representative and the local council must approve the registration of the unit's adult leader. Adult leaders of Scouting units are responsible for monitoring the behavior of youth members and interceding when necessary. The parents of youth members who misbehave should be informed and asked for assistance.

**Mandatory reporting of child abuse.** Everyone involved in Scouting is personally responsible to immediately report to law enforcement any belief or good-faith suspicion that any child is or has been abused or exploited or endangered in any way. No person may abdicate this reporting responsibility to any other person.

**Social media guidelines.** The policy of two-deep leadership extends into cyberspace. Another adult leader should be copied on any electronic communication between and adult and youth member.

*Violations of any of the BSA's Youth Protection policies must immediately be reported to the Scout executive.*

## **Social Media Guidelines**

Social media, such as text messages, email, community and personal websites, and blogs, are all popular forms of communication. However, camp staff members must be especially careful how they use these and other forms of communication. Under no circumstance should you discuss or transmit personal or inappropriate information with a camper, leader, or another staff member.

Not only can these forms of communication be misinterpreted, but they can also be widely dispersed, including the possibility that such postings will resurface many years later, resulting in embarrassment. It is strongly recommended that all electronic communications follow the spirit of BSA Youth Protection policies of

- Minimum of two-deep leadership
- No one-on-one contact between adults and youth members

An expanded discussion of this topic can be found here:

[www.scouting.org/Marketing/Resources/SocialMedia.aspx](http://www.scouting.org/Marketing/Resources/SocialMedia.aspx)

## **Camp Staff Conduct**

Although camp staff members are often only slightly older than campers, they must conduct themselves in an appropriate manner at all times. Staff members are role models for young and impressionable campers. Because staff members are also members of the camp community for the summer, they must adhere to a code of conduct that promotes a safe and healthy environment for everyone. This applies whether on or off duty. The Scout Oath and Scout Law are excellent guidelines for conduct in all settings.

Physical contact between adults and youth should be kept to a minimum. Using common sense, it is acceptable to

- Shake hands
- Pat a boy on the back
- Give a high-five
- Touch when demonstrating or teaching a skill, such as first aid, or when taking action to prevent an accident

It is unacceptable to

- Give long hugs or initiate frontal hugs
- Give massages
- Engage in wrestling or other physical horseplay
- Give pats on the buttocks
- Administer corporal punishment
- Play favorites

### **Youth-on-Youth Protocol**

An unfortunate reality is sexual molestation of youth by other youth. Approximately one-third of sexual molestation occurs at the hands of older youth, who may be an adolescent or in their late teens. Youth in leadership positions might manipulate the target victim with coercion, physical size, knowledge, game playing, or inappropriate initiations. If you are made aware of club initiations, games, use of intimidation, coercion, or bullying with sexual activity included, you should take steps to stop the activity immediately and protect the youth.

### **Known Facts**

- For the majority of behavioral and clinically diagnosed pedophiles, pedophilia begins in adolescence.
- Victims of adolescent pedophiles are most often 4 to 6 years of age or younger.
- Siblings, younger youth, or less cognitively astute youth are typically target victims.
- Youth-on-youth sexual behavior is by far the most underreported type of sexual victimization, yet when properly responded to holds the most corrective and rehabilitative value.
- Youth engage in a range of behaviors for a host of reasons—normal development curiosity, exposure to media, witnessing sexual behavior, and/or experiencing abuse.

### **Bullying**

An emerging issue in society is bullying. Bullying involves one person or a group of people intimidating a target, often repeatedly. It might involve physical acts of hitting, kicking, biting, or shoving. It might also involve verbal or emotional abuse, teasing, put-downs, name calling, hazing, hurtful jokes, and intimidation. Bullying sometimes occurs in close proximity with sexual harassment and may include the activities listed above in the “Youth-on-Youth Protocol” section. Bullies also sometimes use racial or sexual slurs or make threatening gestures.

Bullying usually takes place out of sight of adults. As a result, youth frequently don't show any outward sign, whether emotional or physical, of any type of bullying. However, the emotional effects of bullying can be devastating, especially when accompanied by other family or life problems.

- The bully often will threaten reprisal for telling or exclusion from a group activity.
- Victims may think adults won't or can't help them, or they may feel ashamed for not defending themselves.
- Bullying is not a rite of passage, and under no circumstances is it allowed in any Scouting activity.
- The fear and anxiety of bullying causes youth to not only avoid bullies, but also to avoid the places where they hang out, which may include Scouting activities.

To reduce the likelihood of bullying at summer camp, camp staff members should set a positive example and create an anti-bullying culture throughout all the program areas. By modeling mutual respect, kindness, and inclusion—and never solving problems through aggression and negative outbursts—staff members can create the proper culture so everyone can enjoy a good summer camp experience.

## **Grooming**

Child molesters are the people who sexually abuse and exploit children. They are usually not strangers but are most often adults or other juveniles who were trusted and known to or by the children they victimize.

The BSA Youth Protection policies are designed to help you detect inappropriate behavior of molesters. There are several methods child molesters use to persuade children to give in to molestation. Although force is used in a few cases, molesters most often use a “grooming” process. The grooming process is usually focused on the child's needs and vulnerabilities, but it may often focus on the child's parents as well. The molester might offer the parents free babysitting services or make friends with them to gain their trust to be alone with the child.