

Understanding and Preventing Youth-on-Youth Abuse

Training for
Camp Directors

Learning Journal



Participant Learning Journal



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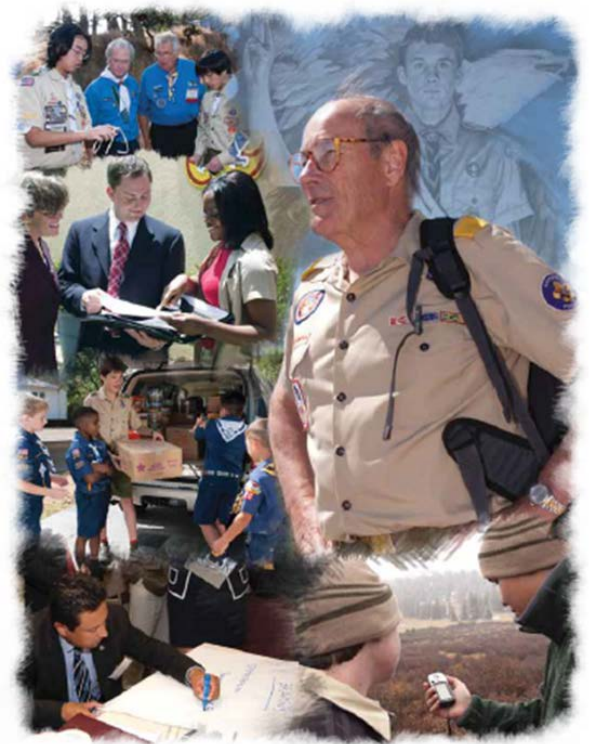
Camp Director Youth-on-Youth Training

Course Objectives:

The overall objective of this course is to improve how leaders prevent, recognize, respond to, and report inappropriate youth-on-youth behavior, including inappropriate sexual behavior, that might occur in any Scouting program.

In this course, you will:

- Discuss ways to reduce or prevent inappropriate youth-on-youth behavior.
- Recognize inappropriate youth-on-youth behavior, including inappropriate sexual behavior.
- Explain how to generally respond to inappropriate youth-on-youth behavior.
- State the BSA requirements for reporting inappropriate youth-on-youth behavior.
- Demonstrate the ability to accurately assess and respond to youth-on-youth incidents.



I work in areas related to child protection and family safety, women's empowerment, the creation of opportunities for youth, and culture and tourism. Daunting? Yes. Impossible? No. In fact, such challenges energize me.

- Queen Rania of Jordan

The Scout Oath and the Scout Law

Scout Oath

On my honor
I will do my best
To do my duty to God
And my country
And to obey the Scout Law;
To help other people
At all times;
To keep myself
physically strong,
mentally awake,
And morally straight.

Scout Law

A Scout is:
Trustworthy, Loyal,
Helpful, Friendly,
Courteous, Kind,
Obedient, Cheerful,
Thrifty, Brave,
Clean, and Reverent.

Introduction

BSA Policy:

All adult leaders and youth members have responsibility. Everyone is responsible for acting in accordance with the Scout Oath and Scout Law.

Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in the Scouting program and may result in revocation of membership.

For more information, please see the BSA's *Guide to Safe Scouting* and Youth Protection resources available at www.scouting.org.

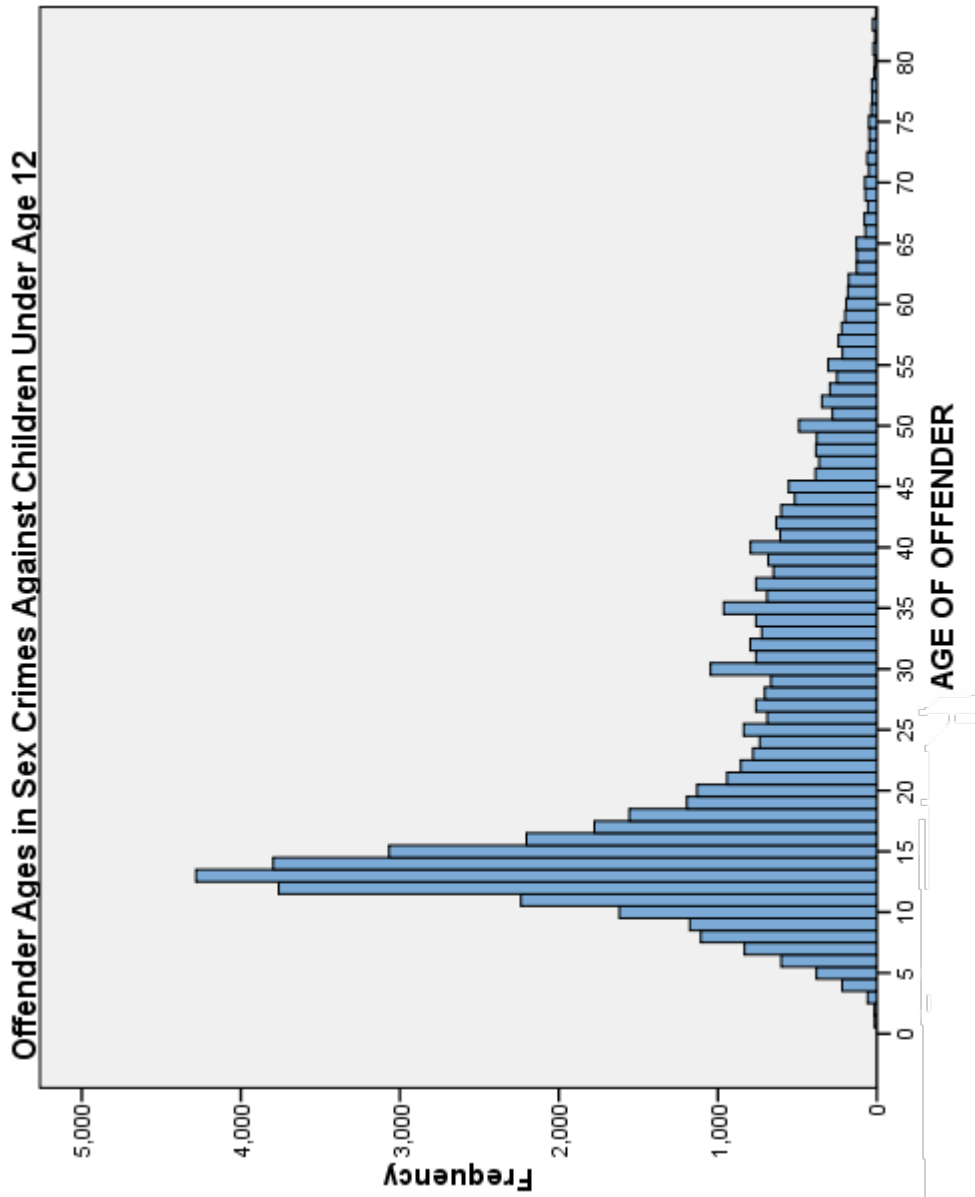
Youth-on-youth incidents are something we would rather not talk or even think about, but we must. Abuse does not always fit neatly into one category or a typical pattern or type of behavior. It may cross into multiple areas, including bullying, hazing, physical contact, sexual talk, initiations, games, exposure to inappropriate materials, and sexual contact and assault. It may be a single incident or evolve over several escalating incidents.

It's important that we remind everyone that youth-on-youth abuse can occur in Scouting during any activity, but especially where observation or adult supervision is limited. This includes overnight activities and events that occur in less-structured environments as well as secluded areas in regular meeting places. Higher risk situations include overnight hotel stays, overnight tenting and camping, and situations involving group latrine and/or showering facilities.

This training cannot cover all possible types of incidents. It is important to remember that good judgment, common sense, and placing the safety of the Scout first will always be of paramount importance.

The Facts

Ages of Individuals Committing Sexual Abuse of Children Under 12 Years



Among cases known to law enforcement, about 36 percent of sex crimes against children are committed by other juveniles. There is a very large peak in incidents in early adolescence, then a sharp drop-off in later adolescence.

Youth and Medication

MEDICATION USE IN SCOUTING

The following guidance on medication use in Scouting has been developed for Scouts, parents or guardians, and adult leaders. Planning ahead is a key component.

All medication is the responsibility of the individual taking the medication and/or that individual's parent or guardian. An adult leader, after obtaining all the necessary information, can agree to accept the responsibility of making sure a youth takes the necessary medication at the appropriate time, but the BSA does not mandate or necessarily encourage the leader to do so.

BSA council camps may have their own standards and policies regarding the administration of medications. In addition, state or local laws that are more limiting than camp policies supersede any BSA guidance and must be followed.

Guidance—Eight Elements of Safe Medication Use

Annual Health and Medical Record

- All participants in the BSA are required to complete an [Annual Health and Medical Record \(AHMR\)](#).
- Participants must list all medications in the Health History section of the AHMR. There should be no “secret medications.”
- A parent or guardian completing the form may authorize the administration of over-the-counter (nonprescription) medications.
- In addition to the parent or guardian signature, some areas may require a signature from your health-care provider in order for OTC medications to be given. Check with the camp health officer or council health supervisor.

Plan

- Before an adult Scouting leader becomes involved in medication management for any youth member, there should be a pre-event discussion between the youth, the parent or guardian, and the adult leader. This should include medication that is self-administered or kept by the youth member.
- Parents are cautioned against using a Scouting event as a “drug holiday” (temporarily suspending administration of medications taken regularly) for their youth member unless specifically instructed by a health-care provider.
- Plans may be simple or more complex based on the length of the outing, the maturity of the youth, and the complexity of the medications being taken.
- Plans may include agreement on the participant's competency to self-administer, medication quantity, labeling, storage, accountability, and emergency situations. Administration information including any specialized equipment or medication (e.g., insulin injections, insulin pumps, emergency medications) needs to be provided to leaders.
- Special arrangements may be needed for events such as Order of the Arrow weekends, jamborees, contingents, and other non-unit-based events.

Supervision of Medication Administration

- Based on agreement and capacity for self-care, a decision is made on who is responsible for supervision of the medication administration.
- If the participant has the capacity for self-care, the best person to manage his or her own medication may be the youth participant.
- There should be agreement on supervision of the participant taking his or her own medication.
- If a parent or guardian is present, he or she should assume responsibility.
- If a parent or guardian isn't available during the event, a willing adult leader may take responsibility for medication administration to any youth who can't administer his or her own medication.
- The identified leader must be informed by the youth and the parent or guardian as to any special circumstances that might exist.
- Special care must be given by the responsible adult to identify the youth and assure that he or she is getting the right medication at the right time in the right amount.
- A process should be developed for handing off the responsibility should a change in adults be needed (e.g., a leader rotates home or must leave due to an emergency).
- *No adult leader should assume the responsibility unwillingly.*

Labeling

- Medication sent on an outing should generally be in the original container and labeled with the name of the participant, medication, dose and strength, prescribing health-care provider's name, date of prescription, current instructions for use, special storage, etc.
- In the event that a prescription label is missing or placed on an external package, the internal item (such as a tube or inhaler) should be, at a minimum, labeled with the participant's name, name of medication, and directions for use.

Storage

- Medications must be stored securely—under “lock and key” (e.g., a locking bank bag) or direct observation.
- This is especially important for controlled substances.
- Most medications should be kept by an adult with some or full control of the process.
- Special medication storage requirements by the manufacturer, such as protection from light or the need for refrigeration, should be discussed during the planning stage. Storage containers or coolers should be provided by the parent or guardian if possible.
- Be sensitive to providing storage for medications in a controlled environment (avoid a hot car or an environment where liquid medications might freeze) to protect the medication.

Emergency Medication

- Medications that may be needed on an emergent or urgent basis may be carried by the youth participant. A buddy or the responsible adult should be sure the Scout has the emergency medication.
- The youth participant must notify the adult leader immediately if he or she self-administers the emergency medication.
- In many cases, an evaluation or further treatment by a health-care provider may be needed after the use of some emergency medications (such as epinephrine) even if the youth member

feels OK. It may also be necessary to obtain an additional supply if no additional doses are available.

- Leaders must understand how emergency medication is administered (e.g., how to use an epinephrine autoinjector) and be comfortable with that responsibility.
- Leaders must also contact the parent or guardian after the use of an emergency medication. Leaders may use some discretion in reporting the use of an asthma inhaler if that use is somewhat typical for the youth and presents no real risk for continued activity.

Nonprescription (OTC) Medication

- Those nonprescription medications taken routinely or authorized to give should be listed on the AHMR.
- Nonprescription medications may be kept by youth with the capacity to self-medicate.
- Limited supplies of similar medication (safe, common, use approved by parent) may be kept by the adult leader.

Accountability

- The pre-event discussion should include an agreement between the parent or guardian, leader, and participant on some method of keeping track of medication administration.
- Accountability could range from none (although this may not be the best practice) to the use of a medical administration form (see www.scouting.org/HealthandSafety/Forms.aspx for an example).
- No specific form or process is mandated, but some approach is needed.

“Youth-Led” Does Not Mean “Adult-Abdicated”

BSA Policy:

- Youth leadership and Scout behavior is monitored by adult leaders.

Areas of Concern:

- Increasing number of youth abuse incidents, damage to property, fights, and code of conduct violations.

Areas of Emphasis:

- The dynamics of longer-term camping
- Leaders taking a break/backseat
- Leaving discipline to boys/camp staff
- Turning a blind eye to pranks/vandalism
- Adopting a “That’s just boys being boys” attitude
- Incident numbers rise as camp progresses
- Traditions vs. approved program

Recommendations:

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate leadership including the investigation of “sights and sounds.”
- Actively engage as a leader.
- Discuss lights out and bed checks.
- Present pre-camp Youth Protection sessions.
- Discuss differences in the roles of camp staff and adult unit leaders.
- Adults serve in a guidance capacity and may never abdicate that responsibility.
- Anticipate, identify, and monitor high-risk areas specific to programs.

Tradition vs. the BSA Program

Areas of Concern:

- Traditions that are not authorized or are prohibited in BSA programs may, in fact, be abuse, harassment, bullying, hazing, initiations, or violations of the Scout Oath, Scout Law, and state law.
- Examples include initiations and humiliating acts such as paddling a Scout; tying a Scout to a tree; forcing a Scout to sing for lost items; taunting due to physical limitations such as failure to run or the inability to do push-ups.

Areas of Emphasis:

- Youth or, worse, adults saying, “It’s tradition; we have always done it.”
- Adults turning a blind eye to avoid dealing with it or implicitly accepting the behavior
- Evening and nighttime hours
- Scouts engaging in unsupervised activities in secluded areas
- New-to-Scouting youth and younger youth victimized by older youth seeking retaliation for when they were abused, hazed, or initiated
- Fear of being “the one” to break or end the “tradition”

Recommendations:

- Evaluate/discuss known camp traditions with camp director or Scout executive.
- Give youth permission/encouragement to report while not being viewed as a tattletale.
- Create an anonymous hotline/report box at camp.
- Provide information on the Scouts First Helpline (1-844-726-8871), which offers 24/7 reporting and support.
- Pre-camp preparation with and by Scoutmasters; discussion regarding unauthorized “traditions” at camp.
- Replace past/known inappropriate “traditions” with Scout-like activities.
- Explain bystanders and upstanders.

Bullying

BSA Policy:

- No hazing
- No bullying
- No initiations
- No secret organizations
- Discipline must be constructive
- Scout Oath and Scout Law
- Scouter Code of Conduct

Areas of Concern:

- Group/gang bullying (roving bully groups) of youth away from their home unit
- Pushing youth out of meal lines
- Pinning, threatening, touching youth in restroom or shower facilities
- Making fun of/targeting youth with disabilities and other perceived differences that include obesity, sexual orientation, minority or social status, or religious faith
- Pantsing, pulling back/down shower curtains
- Ridicule or group verbal abuse, including serious or excessive teasing (i.e. merit badge or group activities)
- Name calling
- Insulting nicknames
- Derogatory statement about social status, religion, national origin, race, color, ancestry, sexual orientation, disability, personal appearance, intelligence, habits, hobbies, school performance, physical size, ability, appearance, and similar personal subjects

Areas of Emphasis:

- This behavior thrives in the large environment and anonymity of a camp setting.
- Culprits are difficult to identify due to multiple units unknown to each other.

- Fear of reprisal
- Fear by targeted and victimized youth
- Unengaged leaders

Recommendations:

- Scout-like behavior does not include any form of abusive behavior. Participating or engaging in abuse may result in immediate removal from camp activities and Scouting. Abuse will be reported to law enforcement when appropriate or required.
- See it, stop it, report it. Remove perpetrators immediately if warranted.
- Pre-camp meeting to explicitly state behaviors that will not be tolerated
- Emphasis on large buddy groups
- Bystander/upstander responsibility
- Recognize those who report/upstanders.
- Require more adult supervision in target areas (latrines, changing areas, showers).
- Emphasize to youth that voicing opinions is OK and safe.

Recognize the Upstander

An upstander is someone who takes action, particularly when the easiest or most acceptable course is to be a bystander and do nothing. An upstander in Scouting always applies the Barriers to Abuse and the Scout Oath and Scout Law, and does not allow another to be bullied, harassed, or abused.

- Be an upstander; get involved.
- If you see something, stop it.
- If you know or suspect something, report it.
- If you are not sure, seek advice from an expert.

Scouts First Helpline

If a Scout is bullied because of race, color, national origin, religion, sexual orientation, or disability, and help in solving or dealing with the problem is needed, 24/7 assistance is available:

CALL 1-844-SCOUTS1 (1-844-726-8871).

The Facts

- More than one-third of serious physical and sexual abuse incidents are committed by youth (U.S. Department of Justice, Juvenile Justice Bulletin 12/09, “Juveniles Who Commit Sex Offenses Against Minors”).
- Nearly one out of every four students (22 percent) report being bullied during the school year (National Center for Education Statistics, 2015). Further, 19.6 percent of high school students report being bullied at school in the past year; 14.8 percent report being bullied online (Centers for Disease Control and Prevention, 2014).
- Research indicates the peak age for male youth offenders is age 13 to 16.
- Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.
- Sexual experimentation can lead to abuse.
- Youth offenders who groom and abuse can be of any age or demographic.

Lack of Respect/ Harassment of Coed Staff and Participants

Areas of Concern:

- Unwanted advances and harassment of staff
- Unwanted sexual or suggestive advances
- Verbal harassment
- Unwanted touching

Areas of Emphasis:

- Jokes, smirks, photo taking, pointing, ogling
- “Peeping Tom” activities in private areas
- Leaders and youth “leering” at others in pools, lakefront, climbing wall areas
- Game such as “Guess What Color?” and “ranking” other youth or staff
- Leader comments such as “Females don’t belong at camp” and “Females are inferior counselors”
- Failure of leadership to prepare youth by setting proper expectations and providing proper examples
- Immature youth in co-ed environment
- Youth not accustomed to being around members of the opposite sex

Recommendations:

- Unit leaders should spell out the limits of acceptable and unacceptable behavior; define expectations.
- Review the Scout Oath and Scout Law.
- Review Scouter Code of Conduct.
- Set the tone as a leader.
- Staff should monitor and report leader and youth behavior and take clear, obvious action where specifically warranted.
- Specifically address respect for leaders, members, and staff; specifically address NO sexual conduct of any type.

Privacy Invasions by Youth

BSA Policy:

- Inappropriate use of smartphones, cameras, imaging, or digital devices is prohibited.
- Respect privacy of all.

Areas of Concern:

- Youth taking inappropriate pictures of themselves, other Scouts, and staff.
- Adult cyberpredators could be involved, posing as a youth, without the youth's knowledge.
- Images uploaded to the internet can become available worldwide and are permanent.
- Uploaded images can lead to embarrassment, extortion, and sextortion.

Areas of Emphasis:

- Most youth have smartphones.
- The ease of taking pictures/videos
- The ease of uploading and sharing images/videos
- Apps like Snapchat make sent/shared/deleted sexting images difficult for police to recover.

Recommendations:

- Develop a camp policy for the use of cellphones and tablets before camp begins, share the policy with campers, and then follow through.
- Do not allow devices in restrooms.
- Confiscate devices immediately if an incident occurs.
- Notify the target's parents.
- Report to the SCOUTS FIRST Helpline: 1-844-726-8871.
- Notify the Scout executive.
- Notify the appropriate law enforcement office if mandated.

Inappropriate/Questionable Sexual Behavior of Youth

BSA Policy:

- All adult leaders and youth members have responsibility. Everyone is responsible for acting in accordance with the Scout Oath and Scout Law. Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in the Scouting program and may result in revocation of membership. For more information, please see the BSA's *Guide to Safe Scouting* and other Youth Protection resources available at www.scouting.org.

Areas of Concern:

- Adolescent age and puberty
- Natural curiosity/child development
- Access to pornography on smartphones or tablets
- Media glorification of sexualized/violent behavior
- Parents not reviewing personal safety awareness exercises in handbook insert with youth

Recommendations:

- Pre-camp meeting to explicitly state behaviors that will not be tolerated
- Set clear expectations.
- Make it clear to youth when it's time for lights out.
- Spontaneous two-leader bed checks/tent checks.
- Give youth permission/encouragement to report and not be viewed as a "tattletale."
- Adequate leadership including the investigation of "sights and sounds" during the night.

Inappropriate/Questionable Sexual Behavior of Youth

If you hear of a name or term for a prank, initiation, etc., please complete a Youth Protection/Membership Incident Information Form. Please contact the Scouts First Helpline, 1-844-SCOUTS1 (1-844-726-8871), who will coordinate with the Scout executive to formulate an appropriate response.

There is no room for abuse in Scouting. Sexual experimentation, even same-sex experimentation, of youth is not always abnormal behavior, but in Scouting it is always unacceptable behavior. Even if the behavior is mutual or consensual and noncoercive, all sexual activity is prohibited within Scouting.

Consensual and Non-Consensual Relationships – Youth-on-Youth

BSA policy clearly states that sexual activity and all forms of public displays of affection are prohibited. Public displays of affection include holding hands, frontal embraces, and kissing.

- It is natural for youth to create relationships and friendships
- Supervision, monitoring, and communication by adult leaders are key elements in preventing the following:
 - youth engaging in any form of sexual activity;
 - youth engaging in abusive non-consensual sexual activity or relationships; and
 - youth attempting to meet up.

Strict adherence to Scouting's Barriers to Abuse is key. Adult supervision during tenting and nighttime activities is critical as well as monitoring high-risk areas (e.g., restrooms and changing areas). This also includes not assigning youth members more than two years apart in age to sleep in the same tent and enforcing policies prohibiting the use of alcohol and drugs. Additional key barriers include use of the buddy system and respect for privacy.

Consensual and Non-Consensual Relationships – Reporting

All incidents of inappropriate activity involving sexual matters, regardless of whether it is consensual, must be investigated and reported to the program director. Non-consensual or abusive conduct must be reported to law enforcement. Inappropriate consensual conduct should normally result in parental notification and immediate removal from the program activity. Inappropriate activity may also result in revocation of membership.

Responding to Policy Violations and Abuse

There are two types of Youth Protection–related reporting:

- If you witness or suspect any child has been abused or neglected, follow the BSA’s Mandatory Reporting of Child Abuse policy.
- If there is a violation of the BSA’s Youth Protection policies that put a youth at risk, follow the BSA’s Reporting Violations of BSA Youth Protection Policies guidelines.

A violation of BSA Youth Protection policies is not always a case of child abuse. It may indicate a potential for abuse, or an action being misinterpreted as violation of a policy, such as no one-on-one contact, which would require steps to educate the violator. Common sense and good judgment must always be used.

Mandatory Reporting of Child Abuse

While the BSA has mandated that all Scouters are required to report abuse (see Scouting's Barriers to Abuse), state reporting requirements vary. Immediate notification of the camp director and/or the council Scout executive and the Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871) is required to ensure proper reporting has occurred. See "Your Responsibility" (in Scouting's Barriers to Abuse).

All persons involved in Scouting must report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, or exposed to any form of sexual exploitation, including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. No person may abdicate this reporting responsibility to any other person. This duty cannot be delegated to any other person. State laws may mandate how and when abuse is reported; local councils should provide that information to all leaders.

Some states may define emotional abuse requiring mandatory reporting to include serious forms of bullying or harassment, be familiar with what your state requires.

Because these reports are required by law, mandated reporters of abuse should be told they are required to report to proper authorities.

Discuss allegations or reports of abuse only with proper authorities, the Scout executive, and the Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871). This helps prevent rumors, speculation, and misinformation from being disseminated.

Reporting Violations of BSA Youth Protection Policies

If you have reason to believe any of the BSA's Youth Protection policies, including those described within Scouting's Barriers to Abuse, have been violated and that a youth was put at risk, you must notify the Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871), make a report, and notify your local council Scout executive so he or she may take appropriate action for the safety of our Scouts.

Incidents requiring immediate notification to the Scout executive, camp director, Scouts First Helpline (1-844-SCOUTS1/1-844-726-8871), or event leader (and, if appropriate or requested, law enforcement officials) include:

- Any threat or use of a weapon
- Any negative behavior associated with race, religion, sexual orientation, or disability
- When a call or report to authorities has been made involving an incident occurring during a Scouting activity
- Any mention or threats of suicide (if necessary, immediate additional action should be taken to provide for the safety of the person making the threat)

It's imperative that all leaders demonstrate the ability to accurately assess and respond to youth-on-youth issues.

Thank you!

Thank you for attending Understanding and Preventing Youth-on-Youth Abuse Training for Camp Directors. We hope you found the training informative but more importantly gained new insights on how you can use your position to better serve Scouting youth.



The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

Develop an Action Plan—Put it in writing! Incorporate the training into your work routine. Establish milestone dates and mark them on your calendar.

Keep Your Goals and Objectives Visible—Develop a goal chart and track your progress. Use individual goals and phrases as reminders on your computer screensaver.

Share What You've Learned With Others—Involve others in the race to mastery. Add your goals to your performance objectives to receive support and show initiative and accomplishments.

Evaluate What Works for You—Review what's been working and what needs improvement. Continue to do what works, modify as needed, and refocus your efforts to incorporate new skills into your personal work style.

Keep a Positive Attitude—Change and mastery come with time, practice, and perseverance.

Appendix



Youth Protection/Membership Incident Information Form

<http://www.scouting.org/scoutsource/HealthandSafety/GSS/gss01.aspx>

Youth Protection/Membership

Incident Information Form

(Allegations of abuse, violations of BSA guidelines or policies, inappropriate behavior by a Scout/Scout leader/parent/other)

Please forward this Incident Information Form and supportive documentation to the Scout executive as soon as practical.

Submitting this form to the Scout executive does not eliminate/discharge your responsibility to immediately stop the behavior at issue and to protect the youth, nor your mandatory reporting of child abuse obligations imposed by state law or the BSA's mandatory reporting of child abuse policy.

Incident date: _____ Date incident reported to council: _____

Council/BSA location where incident occurred (if applicable): _____

Incident address: _____

City

State

Zip

Report type: Suspicion/allegation of abuse BSA policy or guideline violation(s)

Other inappropriate behavior by a Scout/Scout leader/parent/other

Details of incident: What alleged victim/target/injured party said, what reporter observed/was told, similar or past incidents involving the victim(s)/target(s)/injured party (parties) or violator(s)/offenders(s), etc.

PERSON FILLING OUT THIS FORM: _____

Scouting position: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone(s): Primary _____ Alternate _____

Email: _____

PERSON WHO REPORTED THIS INCIDENT: _____

Scouting position: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone(s): Primary _____ Alternate _____

Email: _____

The supplemental information sheet can be used to identify other witnesses.

Alleged Victim/Target/Injured Party Information:

Adult Youth Registered Other

_____ Council _____ Unit _____ Chartered organization

_____ Name _____ DOB _____ Age _____ Gender _____

If a youth, parent(s) information: _____
Name _____

Address: _____
City _____ State _____ Zip _____

Phone(s): _____ Email: _____
Primary _____ Alternate _____

Parent notified? Yes No if yes, by whom? _____ Date/Time _____

Alleged Policy Violator/Offender Information:

Adult Youth Registered Other

_____ Council _____ Unit _____ Chartered organization

_____ Name _____ DOB _____ Age _____ Gender _____

If a youth, parent(s) information: _____
Name _____

Address: _____
City _____ State _____ Zip _____

Phone(s): _____ Email: _____
Primary _____ Alternate _____

Parent notified? Yes No if yes, by whom? _____ Date/Time _____

Reports:

Was this incident reported to law enforcement? Yes No I don't know

Name of law enforcement agency: _____

Date reported: _____ Approximate time reported: _____

If applicable, was appropriate children and family services/Child Protective Services agency notified?

Yes No I don't know

Name of agency: _____

Date reported: _____ Approximate time reported: _____

Use the Supplemental Information sheet to include additional details.

Supplemental Information

(To be used with the Incident Information Form)

- Alleged victim/
target/injured party Alleged policy
violator/offender Witness Adult Youth Registered Other

Name	DOB	Age	Gender
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If a youth, parent(s) information: _____
Name

Address: _____
City State Zip

Phone(s): _____ Email: _____
Primary Alternate

- Alleged victim/
target/injured party Alleged policy
violator/offender Witness Adult Youth Registered Other

Name	DOB	Age	Gender
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If a youth, parent(s) information: _____
Name

Address: _____
City State Zip

Phone(s): _____ Email: _____
Primary Alternate

- Alleged victim/
target/injured party Alleged policy
violator/offender Witness Adult Youth Registered Other

Name	DOB	Age	Gender
------	-----	-----	--------

If a youth, parent(s) information: _____
Name

Address: _____
City State Zip

Phone(s): _____ Email: _____
Primary Alternate

- Alleged victim/
target/injured party Alleged policy
violator/offender Witness Adult Youth Registered Other

Name	DOB	Age	Gender
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If a youth, parent(s) information: _____
Name

Address: _____
City State Zip

Phone(s): _____ Email: _____
Primary Alternate

Scouting's Barriers to Abuse

The BSA has adopted the following policies for the safety and well-being of its members. These policies primarily protect youth members; however, they also serve to protect adult leaders. All parents and caregivers should understand that our leaders are to abide by these safeguards. Parents and youth are strongly encouraged to use these safeguards outside the Scouting program. Registered leaders must follow these guidelines with all Scouting youth outside of Scouting activities.

Registration Requirements

The chartered organization representative, or in their absence the executive officer of the chartered organization, must approve the registration of the unit's adult leaders.

Registration includes:

- Completion of application including criminal background check and mandatory Youth Protection training
- Volunteer Screening Database check

Current Youth Protection training is required for leaders when renewing their registration or at unit charter renewal.

Adult program participants must register as adults and follow Youth Protection policies.

Adult Supervision

Two registered adult leaders 21 years of age or over are required at all Scouting activities, including meetings. There must be a registered female adult leader 21 years of age or over in every unit serving females. A registered female adult leader 21 years of age or over must be present for any activity involving female youth. Notwithstanding the minimum leader requirements, age- and program-appropriate supervision must always be provided. ([Youth Protection and Barriers to Abuse FAQs](#))

All adults accompanying a Scouting unit who are present at the activity for 72 total hours or more must be registered as leaders. The 72 hours need not be consecutive.

One-on-one contact between adult leaders and youth members is prohibited both inside and outside of Scouting. ([Youth Protection and Barriers to Abuse FAQs](#))

- In situations requiring a personal conference, the meeting is to be conducted with the knowledge and in view of other adults and/or youth.
- Private online communications (texting, phone calls, chat, IM, etc.) must include another registered leader or parent.
- Communication by way of social media (Facebook, Snapchat, etc.) must include another registered leader or parent.

Discipline must be constructive.

- Discipline must reflect Scouting's values.
- Corporal punishment is never permitted.
- Disciplinary activities involving isolation, humiliation, or ridicule are also prohibited.

Responsibility

Leaders must ensure that all participating in Scouting activities abide by the Scout Oath and Scout Law.

Adult leaders and youth members share the responsibility for the safety of all participants in the program, including adherence to Youth Protection and health and safety policies.

- Adult leaders are responsible for monitoring behavior and intervening when necessary.
- Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in the Scouting program and may result in revocation of membership.

All leaders are required to adhere to the Scouter Code of Conduct.

Accommodations

Separate accommodations for adult males and females and youth males and females are required.

Tenting

- Separate tenting arrangements must be provided for male and female adults as well as for male and female youth.
- Youth sharing tents must be no more than two years apart in age.
- In Cub Scouting, parents and guardians may share a tent with their family.
- In all other programs, youth and adults tent separately. ([Youth Protection and Barriers to Abuse FAQs](#))
- Spouses may share tents.

Lodging/Cabin Accommodations

Whenever possible, separate cabins or lodging should be provided for male and female adults as well as for male and female youth. Where separate accommodations cannot be provided due to group size or limited availability, modifications may be made. Where completely separate accommodations are not available, additional supervision is required. ([Youth Protection and Barriers to Abuse FAQs](#))

- If adults and youth of the same gender occupy single-room accommodations, there must be a minimum of two adults and four youth, with all adults being Youth Protection trained.
- Physical separation by other means, including temporary barriers or space, should be used only when no other arrangements are possible.
- These modifications are limited to single-gender accommodations.

Restrooms

Separate shower and latrine facilities should be provided for male and female adults as well as for male and female youth. If separate facilities are not available, separate times should be scheduled and posted.

Privacy of youth is respected.

- Adults and youth must respect each other's privacy, especially in situations such as changing clothes and taking showers at camp.
- Adult leaders should closely monitor these areas but only enter as needed for youth protection or health and safety reasons.

Program Requirements

The buddy system should be used.

The use of smartphones, cameras, mirrors, drones, etc., in places or situations where privacy is expected is prohibited.

All aspects of the Scouting program are open to observation by parents and leaders.

The BSA does not recognize any secret organizations as part of its program.

Hazing and initiations are prohibited and have no part during any Scouting activity.

All forms of bullying and harassment including verbal, physical, and cyberbullying are prohibited.

Inappropriate public displays of affection are prohibited.

Sexual activity is prohibited.

Appropriate attire is required for all activities.

Reporting Requirements

Adult leaders and youth members have a responsibility to recognize, respond to, and report Youth Protection violations and abuse.

Reporting

Youth Protection Policy Violations

- Serious Youth Protection policy violations or behaviors that put a youth's safety at risk must be reported to the Scout executive.
- Alternatively, policy violations may be reported to the Scouts First Helpline when the Scout executive is not available.
- Online reporting is also available at [Incident Reporting](#).

Mandatory Reporting of Child Abuse

- All persons participating in Scouting programs are mandated reporters of child abuse.
- Reports must be made to local law enforcement and child protective services. State law may require additional reporting.
- This reporting duty cannot be delegated to any other person.
- Reporting to the Scout executive or Scouts First Helpline ensures that follow-up can occur for the safety of our youth. Scout executives and Scouts First coordinate follow-up actions.

Scouts First Helpline

As part of its “Scouts First” approach to the protection and safety of youth, the BSA has established a dedicated 24-hour helpline to receive reports of known or suspected abuse or behavior that might put a youth at risk.

1-844-SCOUTS1 (1-844-726-8871)

When to use it:

- Anytime you believe a youth has been harmed or their safety and wellbeing is at risk, and you cannot immediately reach your Scout executive or local council.
- If a youth is bullied because of race, color, national origin, religion, sexual orientation, or disability, and local help is unable to resolve the problem.

If someone is at immediate risk of harm, always call 911.

BSA Incident Reporting Resources: [Incident Reporting](#)

Additional Resources:

[Youth Protection Webpage](#)

[Youth Protection Training](#) 

[Guide to Safe Scouting](#)

[Scouter Code of Conduct](#) 

[State-by-state mandatory reporting information](#) 



Procedures for Maintaining Standards of Membership and Leadership

Appendix X

Youth-on-Youth Inquiry

Information to gather and consider when evaluating allegations of sexual abuse, bullying, hazing, etc., involving only youth members.

1. Names of alleged victim(s), perpetrator(s), and witness(es).
2. Independent individual accounts of the incident after the parties were separated.
3. What type of (alleged) behavior/contact occurred? Be specific.
4. Was there more than one (alleged) perpetrator or victim?
5. Who initiated the behavior/contact?
6. Was it consensual (usually similarly aged youth) or coerced?
7. Is there a size difference between victim and perpetrator?
8. Is there an age difference between victim and perpetrator?
9. Is there a social difference between victim and perpetrator?
10. Is there a leadership role difference between victim and perpetrator?
11. Is there a cognitive difference between victim and perpetrator?
12. Was this a one-time incident or were there prior incidents, i.e., bullying, threats, fighting, etc., involving the victim and/or the perpetrator?
13. Do any of the involved parties have a history of problematic behavior or known psychological or special needs (i.e., ADHD, autism spectrum disorder, etc.)?
14. Was this part of an initiation, ritual, or hazing? If so, what does the initiation involve?
15. Was this a game? If so, what is the name of the game and how is it played?
16. Was there any element of humiliation or coercion or threats?

Reporting Checklist

There are several things that you should always do when responding to suspected abuse or Youth Protection violations:

- Immediately stop the abuse or policy violation.
- Protect the youth and ensure they are in a safe environment.
- Separate the alleged victim from the alleged perpetrator and gather information as to what happened.
- Call 911 for assistance if someone may be in danger or medical attention is required.
- The BSA's Mandatory Reporting of Child Abuse policy requires an immediate report to law enforcement or state CPS.
- Collect all of the facts.
- Accept the fact that good Scouts may do bad things and do not blindly defend or dismiss reports.
- Ensure that parents are notified (consider to whom and when notification should be made from the perspective of parents).
- Notify the appropriate Scouting leaders (unit leader, camp director, council Scout executive, etc.).
- If a serious incident occurs, immediately contact the SCOUTS FIRST Helpline at 1-844-726-8871 and complete the Youth Protection/Membership Incident Information Form.
- Remember that failure to take action may actually reinforce the bad behavior and cause more harm.
- Remember that youth discipline must be constructive and supervised.
- Always be guided by:
 - The Scout Oath and Scout Law
 - Scouter Code of Conduct

Prior to the beginning of camp, the camp director should have a conversation with the Scout executive concerning specific policies and procedures. They should also take this time to discuss any known issues or areas of concern.

It's a good idea to always *be prepared*, just as the Scout motto says. To do this, keep emergency notification numbers and reports updated and readily available. Know your local mandatory reporting agency and have their current contact information. Regularly update and carry your Scout executive's and their designee's contact information. Carry Scouts' Annual Health and Medical Record, as well as Youth Protection/Membership Incident Information forms with you to all activities.

BOY SCOUTS OF AMERICA

SCOUTER CODE OF CONDUCT

On my honor, I promise to do my best to comply with this Boy Scouts of America Scouter Code of Conduct while serving in my capacity as an adult leader:

1. I have or will complete my registration with the Boy Scouts of America, answering all questions truthfully and honestly.
2. I will do my best to live up to the Scout Oath and Scout Law, obey all laws, and hold others in Scouting accountable to those standards. I will exercise sound judgment and demonstrate good leadership and use the Scouting program for its intended purpose consistent with the mission of the Boy Scouts of America.
3. I will make the protection of youth a personal priority. I will complete and remain current with youth protection training requirements. I will be familiar with and follow:
 - a. BSA youth protection policies and guidelines, including mandatory reporting:
<http://www.scouting.org/YouthProtection.aspx>
 - b. *The Guide to Safe Scouting*: <http://www.scouting.org/scoutsourc/HealthandSafety/GSS.aspx>
 - c. The Sweet Sixteen of BSA Safety:
<http://www.scouting.org/scoutsourc/HealthandSafety/Resources/sweet16.aspx>
4. When transporting Scouts, I will obey all laws, comply with youth protection guidelines, and follow safe driving practices.
5. I will respect and abide by the Rules and Regulations of the Boy Scouts of America, BSA policies, and BSA-provided training, including but not limited to, those relating to:
 - a. Unauthorized fundraising activities
 - b. Advocacy on social and political issues, including prohibited use of the BSA uniform and brand
 - c. Bullying, hazing, harassment, and unlawful discrimination of any kind
6. I will not discuss or engage in any form of sexual conduct while engaged in Scouting activities. I will refer Scouts with questions regarding these topics to talk to their parents or spiritual advisor.
7. I confirm that I have fully disclosed and will disclose in the future any of the following:
 - a. Any criminal suspicion, charges or convictions of a crime or offense involving abuse, violence, sexual misconduct, or any misconduct involving minors or juveniles
 - b. Any investigation or court order involving domestic violence, child abuse, or similar matter
 - c. Any criminal charges or convictions for offenses involving controlled substances, driving while intoxicated, firearms or dangerous weapons.
8. I will not possess, distribute, transport, consume, or use any of the following items prohibited by law or in violation of any Scouting rules, regulations and policies:
 - a. Alcoholic beverages or controlled substances, including marijuana.
 - b. Concealed or unconcealed firearms, fireworks, or explosives.
 - c. Pornography or materials containing words or images inconsistent with Scouting values.
9. If I am taking prescription medications with the potential of impairing my functioning or judgment, I will not engage in activities which would put Scouts at risk, including driving or operating equipment.
10. I will take steps to prevent or report any violation of this code of conduct by others in connection with Scouting activities.

Signature

Date

Notes



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