

Understanding and Preventing
Youth-on-Youth Abuse
Training for
Camp Managers
*Camp Directors, Program Directors and
Camp Rangers*
FACILITATOR'S GUIDE



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The BSA's Commitment to Safety

In Scouting, we will not compromise the safety of our youth, volunteers, and employees. Safety is a value that must be taught and reinforced at every opportunity. We are all responsible and must hold each other accountable to provide a safe environment for all participants.

We are committed to abuse prevention by utilizing:

- Mandatory youth protection training.
- Criminal background checks.
- Banning one-on-one adult and youth interactions.
- Mandatory reporting of suspected abuse to law enforcement.
- A volunteer screening database.

We are committed to injury and illness prevention by integrating safety measures in our handbooks, literature, and training materials including the Guide to Safe Scouting.

We expect leaders to use the four points of SAFE when delivering the program. SAFE Scouting measures include:

- Youth are Supervised by qualified and trustworthy adults who set the example for safety.
- Activities are Assessed for risks.
- Pre-requisite Fitness and skill levels are confirmed before participation.
- Appropriate Equipment is utilized, and Environmental conditions are monitored.

When incidents do occur, we expect a timely, clear, and complete incident report. We are committed to learning from the data and modifying program guidance for the prevention of future occurrence.

Introduction

The Boy Scouts of America places the greatest importance on creating the safest environment possible for our youth members. The organization's leadership has identified a need to provide additional Youth Protection training to camp directors, program directors and rangers regarding the prevention of youth-on-youth incidents that may occur during Scouting's camp activities. In addition, all camp staff and individuals serving as staff on NYLT courses must also take the "Camp Staff and NYLT Staff" version.

Although most youth enjoy a safe and wholesome experience at camp, negative and dangerous interactions are always possible. We need to be aware of not only the types of abuse that can occur between one or more youth participants but also how to build safeguards into Scout meetings, outings, and other activities to reduce or eliminate incidents.

Camp management must be prepared so they can try to prevent incidents as well as recognize, react, and report when issues arise.

The BSA has created this 90-minute facilitator-led syllabus with accompanying PowerPoint presentation for BSA rangers, camp directors and program directors ONLY. It is NOT intended for staff members under 21 years of age. This course covers how to prevent, recognize, respond to, and report inappropriate youth-on-youth behavior. This course will equip the camp managers to be able to present the corresponding course to their camp staff. The follow up training is designed to be delivered by the camp directors to their camp staff using the camp staff version of the syllabus. The Camp Staff and NYLT version of this syllabus can be downloaded [here](#).

Emphasis has been placed on leader, volunteer, and professional responsibilities to prevent and reduce youth-on-youth incidents from occurring, utilizing established policies, procedures, and tools such as the response questionnaire for suspected or confirmed youth-on-youth abuse incidents—and most importantly, leading by example.

The module will provide instruction and talking points. Facilitators must utilize the PowerPoint deck and the full syllabus as written below. Please note that some of these topics may be difficult to discuss. This training is designed to be a safe place for discussion of these topics before we face the tough situations in real life. Given the nature of this material, it should be presented in a serious and appropriate manner. Jokes or other humor have no place in these discussions.

Participants who complete this course should also have their training updated to include **training code CS94**. This course meets the requirements of NCAP Standards SQ-403 and SQ-404.

The content in this guide is written as a script using a "Say" and "Do" format. Items that follow the word "Say" or "Ask" are meant as a script to use to present the materials. When the word "Do" appears, this is an action or a note for the instructor and not meant to be shared with the participants. There are also times that instructor notes will be used and will be distinguished by the purple font color. Instructors should read through the scripts prior to presentation to become familiar with the content.


WHAT IS YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR?

SESSION TIMELINE: 10 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Define Youth-on-Youth Abuse
- Understand the facts about Youth-on-Youth Abuse

2 minutes	Introduction
	FACILITATOR
<p>BSA Youth Protection</p> <p>Understanding and Preventing Youth on Youth Abuse</p>  <p><small>BOY SCOUTS OF AMERICA</small> <small>Prepared For LDC</small></p>	<p>Say: Hello and welcome to Understanding and Preventing Youth-on-Youth Abuse training. This training will cover both abuse and other problematic behavior.</p> <p>My name is _____ and I will be one of your facilitators for this course.</p> <p>Do: Give a brief introduction of yourself and other staff</p> <p>Say: This is a critically important topic for all of us as camp leadership. Although most youth enjoy a safe and wholesome experience at camp, negative and dangerous interactions are always possible.</p> <p>We need to be aware of not only the types of abuse that can occur between one or more youth participants but also how to build safeguards into Scout meetings, outings, and other activities to reduce or eliminate incidents – including at camp. As a camp director, program director or camp ranger, you must be prepared to prevent incidents as well as recognize, respond, and report when issues arise.</p> <p>Please note that some of these topics in our training today may be difficult to discuss. This training is designed to be a safe place for discussion of these topics before we face the tough situations in real life. Please don't hesitate to ask questions and interact during today's discussions.</p> <p>For those of you who are camp directors, you will also be called upon to teach the "camp staff" version of this training to your staff each year.</p>

<p>Steps in the BSA Process</p> <ul style="list-style-type: none"> •Prevent •Recognize •Respond •Report <p><small>BOY SCOUTS OF AMERICA Prepared For Use!</small></p>	<p>Say: As all of us review today’s material, consider how you will help your staff also be prepared to prevent incidents as well as recognize, respond, and report if issues arise.</p> <p>You will likely hear these words repeated throughout today’s discussions: Prevention, Recognition, Response and Reporting. Each of these represent actions that each of us must take.</p> <p>This training cannot cover all possible types of incidents. Remember that good judgment, common sense, and placing the safety of the Scout first will always be of paramount importance.</p> <p>Note throughout today’s training you will see QR codes on the slides, you can use these to access materials online that are being referenced.</p> <p><i>Regarding NCAP – Completing this training meets the requirements of SQ-403 and SQ-404 for camp management and camp rangers.</i></p>
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<p>5 minutes</p>	<p>DEFINITION OF YOUTH-ON-YOUTH ABUSE</p>
<p>The Assumption</p> <ul style="list-style-type: none"> •All abusers are adults •All are seasoned predators •We can keep them out •"It can't happen here." <p>The Reality</p> <ul style="list-style-type: none"> •Youth on youth abuse is the most common type of abuse •Often starts with bullying •Doesn't have to involve touch •Assume it is happening now <p>What are some potential examples of Youth-on-Youth Abuse?</p> <ul style="list-style-type: none"> • Bullying • Hazing • Inappropriate physical contact • Sexual talk • Initiations and games • Inappropriate online interactions • Sexting • Exposure to inappropriate materials • Sexual contact and assault <p><small>BOY SCOUTS OF AMERICA Prepared For Use!</small></p>	<p>FACILITATOR</p> <p>Say: So what is Youth-on-Youth abuse? What is problematic behavior?</p> <p>Often, those who commit sexual or other offenses and abuse against minors are described as “pedophiles” or “predators” and thought of as adults. It is important to understand that a substantial portion of offenses against minors i.e., youth are committed by other youth who do not fit the image of such terms.</p> <p>Youth-on-youth incidents are something we would rather not talk or even think about, but we must. In addition, Youth-on-Youth Abuse and problematic behavior does not always fit neatly into one category or a typical pattern or type of behavior.</p> <p>Say: Youth-on-youth abuse may cross into multiple areas, including the following.</p> <p><i>Note to presenter: We will discuss many of these types of abuse in more detail later in our training. Read through the list but do not explain each type yet.</i></p> <ul style="list-style-type: none"> • Bullying • Hazing • Inappropriate physical contact • Sexual talk • Initiations and games • Inappropriate online interactions • Sexting • Exposure to inappropriate materials • Sexual contact and assault • Sexual Harassment

Youth-on-youth abuse and problematic behavior can occur in Scouting during any activity, but especially where observation or adult supervision is limited.

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Say: This abuse or problematic behavior may be a single incident or evolve over several escalating incidents.

It's important for all of us to remember that youth-on-youth abuse and problematic behavior 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.

Because of the higher-risk environment that our camping programs represent, it is even more imperative that each of us understands how to prevent incidents as well as recognize, respond, and report if issues arise.

For that reason and to help us have a framework for our understanding we have organized today's training by these sections: Prevention, Recognition, Responding and Reporting.

3 minutes

THE FACTS

FACILITATOR

Facts About Youth-on-Youth Abuse

- More than one-third of serious physical and sexual abuse incidents are committed by youth according to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors".
- Nearly one out of every four students or 22 percent report being bullied during the school year according to the 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).

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Say: So how prevalent is youth-on-youth abuse? Let's review some of the real-life facts. The following facts are national statistics from across the US and do not represent Scouting only.

- **More than one-third of serious physical and sexual abuse incidents are committed by youth** according to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors".
- **Nearly one out of every four students or 22 percent report being bullied during the school year** according to the 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).

Say:

- **Research indicates the peak age for male youth offenders is age 13 to 16.** (Office of Juvenile Justice and Delinquency Prevention, 2009)
- **Females constitute 7 percent of juveniles who commit sex offenses.** (Office of Juvenile Justice and Delinquency Prevention, 2009)
- **Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.**

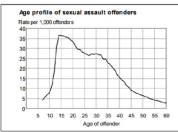
Facts About Youth-on-Youth Abuse

- According to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors":
- Research indicates the peak age for male youth offenders is age 13 to 16.
 - Females constitute 7 percent of juveniles who commit sex offenses.
 - Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.

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Facts About Youth-on-Youth Abuse



In addition to these facts, we note that:

- **Sexual experimentation can lead to abuse.**
- **Youth offenders who groom and abuse can be of any age or demographic.**

Say: The highest percentage of youth offenders represent much of both the staff at camp, and many of the participants.

Acknowledging that youth-on-youth abuse can, and does occur, in Scouting is a key element of prevention.

NOTE: QR code is linked to “Sexual Assault of Young Children as Reported to Law Enforcement: Victim, Incident, and Offender Characteristics” article from the bureau of Justice Statistics.

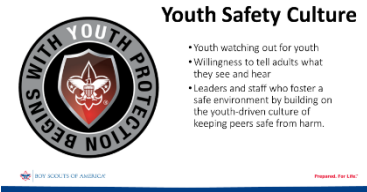
PREVENTION OF YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR

SESSION TIMELINE: 20 MINUTES

SESSION OBJECTIVES

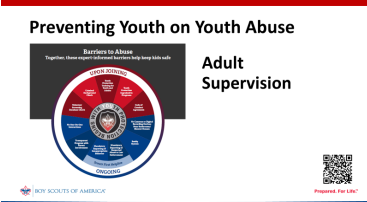
At the end of this session, you will be able to:

- Define Scouting’s Code of Conduct and how it applies to youth-on-youth abuse prevention
- Understand how Scouting’s Barriers to Abuse can help prevent youth-on-youth abuse

1 minute	INTRODUCTION
	FACILITATOR
	<p>Say: Prior to attending this training, and as part of the requirement to be an adult member of the Boy Scouts of America, you completed youth protection training. Scouting’s youth protection training outlines many of the prevention strategies Scouting employs to help protect the youth in our Scouting programs. During this session, we will review these prevention strategies and discuss how they apply to preventing youth-on-youth abuse specifically.</p> <p>Youth safety can be leveraged into a culture! This includes:</p> <ul style="list-style-type: none"> • Youth watching out for youth • Willingness to tell adults what they see and hear • Leaders and staff who foster a safe environment by building on the youth-driven culture of keeping peers safe from harm. <p>Over the last decade, youth have become acutely aware of safety issues due to school shootings and media coverage of national abuse cases. This awareness, coupled with a culture that drives youth safety and Scouting’s Barriers to Abuse, can help all of us prevent youth-on-youth abuse.</p>

2 minutes	DEFINITIONS OF SCOUTING PARTICIPANTS
<p>Types of Scouting Participants</p> <ul style="list-style-type: none"> Youth Member: Individuals under the age of 18 who, with the approval of a parent or guardian, becomes a member of a unit. They may be registered in one or more Scouting programs. Adult Program Participants: Individuals aged 18 or older (most often aged 18-20) who are registered as program participants in which youth members are also eligible to participate. <i>Critical reminder-</i> these adults program participants are subject to the same policies and guidelines as adult Scouters. Adults: Unless otherwise stated, the word "adult" refers to a person 18 years of age or older. <p style="font-size: small;">BSA SCOUTS OF AMERICA Prepared for USA</p>	<p style="text-align: center;">FACILITATOR</p> <p>Say: Before we discuss the steps in the plan it is critical that we understand who this training is about. Camp staff and participants are arranged into several key categories. Let's quickly review those as we prepare to further discuss the topic of youth-on-youth abuse. These definitions are from the BSA's Rules and Regulations.</p> <ol style="list-style-type: none"> Youth Member: Individuals under the age of 18 who, with the approval of a parent or guardian, becomes a member of a unit. They may be registered in one or more Scouting programs. Adult Program Participants: Individuals aged 18 or older (most often aged 18-20) who are registered as program participants in which youth members are also eligible to participate. <i>Critical reminder – these adults program participants are subject to the same youth protection policies and guidelines as adult Scouters.</i> Adult: Unless otherwise stated, the word "adult" refers to a person 18 years of age or older. <p>At camp, you may have individuals who represent each of these categories. But what about camp staff?</p> <ol style="list-style-type: none"> Camp staff under age 18 – are considered youth for all policies and guidelines. Camp staff 18 years of age and older – are considered adults. The rules and policies of BSA's youth protection are the same for anyone over the age of 18. They must be registered as adults. <p><i>As a reminder, be sure that your camp staff are properly registered as camp staff according to the policy set forth in NCAP standard SQ-401.</i></p>
2 minutes	THE MAGIC 18 DATE
<p>The Magic 18 Date</p> <p>When someone turns 18 in the BSA they become an adult. A few things to consider</p> <ul style="list-style-type: none"> The staff member must fill out and submit a BSA adult application (can be done prior and submitted for processing upon the 18th birthday). Discuss what it means to be registered as an adult in the BSA – how does this change how they interact with other staff? Discuss inappropriate relationships and communication with youth staff. Ramifications of any inappropriate relationships with underage staff members, including but not limited to loss of employment and potential revocation of BSA membership. You may need a plan to rearrange their housing assignment and use of shower or restroom facilities. <p style="font-size: small;">BSA SCOUTS OF AMERICA Prepared for USA</p>	<p style="text-align: center;">FACILITATOR</p> <p>Say: The situation often arises where a staff member or camper arrives at camp at 17-years old and during the time at camp has a birthday. While this is an exciting time for several reasons, it is a critical birthday in the BSA.</p> <p>When a person turns eighteen, they become an adult, and ALL youth protection policies apply at that moment. Camp leadership should work to prepare these staff members for this important transition. This could include:</p> <ul style="list-style-type: none"> The staff member must fill out and submit a BSA adult application (can be done prior and submitted for processing upon the 18th birthday). Discuss what it means to be registered as an adult in the BSA – how does this change how they interact with other staff. Discuss inappropriate relationships and communication with youth staff - how, as an adult, their relationships and communications change with anyone under the age of 18.

	<ul style="list-style-type: none"> • Ramifications of any inappropriate relationships with underage staff or campers, including but not limited to loss of employment and potential revocation of BSA membership. • Discuss any changes that will need to be made for housing, use of shower and bathroom facilities. <p>While this training focuses on youth-on-youth abuse and problematic behavior prevention it is critical to consider this special case as these youth become adults and the rules for them change.</p>
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15 minutes	SCOUTING’S BARRIERS TO ABUSE
	FACILITATOR
 <p>Preventing Youth on Youth Abuse Adult Supervision</p> <hr/> <p>Scouting Barrier to Abuse: Adult Supervision Adult supervision doesn't just refer to registration status-- it means active supervision of youth. Youth led does not mean adult abdicated.</p> <p>Areas to consider:</p> <ul style="list-style-type: none"> • The dynamics of longer-term camping – Incident numbers rise as camp progresses. • Leaders at camp may feel they can take a break/backseat during the camp experience. • This could include leaving discipline to the Scouts or the camp staff. • Camp staff or adult leaders turning a blind eye to pranks/vandalism – these pranks and vandalism can include an element of youth-on-youth abuse. We will discuss more about this a bit later. • Adult leaders adopting a "That's just kids being kids" attitude. 	<p>Say: Together, Scouting’s Barriers to Abuse help keep our youth safe and prevent youth-on-youth abuse. Let’s briefly discuss how they help prevent youth-on-youth abuse.</p> <p>BARRIER TO ABUSE: Adult Supervision: Two registered adult leaders 21 years of age or over are required at all Scouting activities, including camp. There must be a registered female adult leader 21 years of age or over in every unit serving females.</p> <p>Adult supervision doesn’t just refer to registration status– it means active supervision of youth. The effectiveness of the BSA’s Youth Protection program depends on the commitment of every leader to remain situationally aware and be willing to act when indicated. Simply put, situational awareness is being aware of everything going on around you and actively engaging. It means adopting an attitude that recognizes that if it does not seem or sound right, the situation mandates further investigation (awareness).</p> <p>Remember: Youth led does not mean adult abdicated.</p> <p>Say: There are a few areas to consider when thinking about Adult Supervision:</p> <ul style="list-style-type: none"> • The dynamics of longer-term camping – Incident numbers rise as camp progresses. • Leaders at camp may feel they can take a break/backseat during the camp experience. • Unit Leaders leaving discipline to the Scouts or the camp staff. This is additionally important if the leaders are inexperienced or adults who are not “regular” leaders in the unit and may just be accompanying the unit at camp. • Camp staff or adult leaders turning a blind eye to pranks/vandalism – these pranks and vandalism can include an element of youth-on-youth abuse. We will discuss more about this a bit later.

Proper Adult Supervision

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate leadership including the investigation of "sights and sounds."
- 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.

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Preventing Youth on Youth Abuse



Buddy System

- Is used all the time
- Always single gender
- Should be no more than 2 years apart
- Only be made between youth members
- Adult program participants cannot be paired with youth - this includes staff
- The buddy system must always be followed during Scouting activities.
- You should encourage units to consider buddy pairs from the unit following the same schedule while at camp.

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Scouting Barrier to Abuse: Buddy System

The Buddy System:

- Ensures that one-on-one adult and youth contact does not take place.
- Re-emphasizes the age and genders that should interact, keeping buddies to no more than two years apart in age.
- Is a prevention strategy for bullying or hazing.
- Can help prevent corporal punishment or mistreatment of a Scout

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- Adult leaders adopting a "That's just kids being kids" attitude.
- Programs such as "Wilderness Survival overnighiter" or "First-Year Camper Outpost" may need additional advanced planning to ensure you have the required two-deep leadership in attendance. These can be unit leaders or camp staff, so long as they meet the requirements of "two-deep leadership".

Say: Here are some strategies you can use to ensure proper adult supervision occurs at your camp:

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate ACTIVE adult leadership including the investigation of "sights and sounds."
- Discuss lights out and bed checks.
- Present pre-camp Youth Protection sessions before camp begins to your adult leaders attending a camp session.
- Discuss differences in the roles of camp staff and adult unit leaders.
- Remind everyone that adults serve in a guidance and oversight capacity and may never abdicate that responsibility.
- Anticipate, identify, and monitor high-risk areas specific to programs.

BARRIER TO ABUSE: Buddy System- The buddy system is critical in preventing youth-on-youth abuse.

Here are a few reminders about the Buddy System:

- Is used all the time in the program.
- Buddy pairs may only be single gender, never coed (even in older youth programs such as Venturing and Sea Scouts)
- Buddy pairs should consist of youth no more than two years apart in age.
- Buddy pairs can only be made between two youth members. Adult program participants cannot buddy with youth members, even if they are registered in the same program. Reminder camp staff are always treated as adults if they are 18 or older and cannot be a buddy with a staff member or participant under the age of 18.
- The buddy system must always be followed during Scouting activities.
- You should encourage units to consider buddy pairs from the unit following the same schedule while at camp.

The buddy system can help prevent youth on youth abuse:

- It ensures that one-on-one adult and youth contact does not take place.
- It re-emphasizes the age and genders that should interact, keeping buddies to no more than two years apart in age.
- It is a prevention strategy for bullying or hazing.
- Can help prevent corporal punishment or mistreatment of a Scout

Preventing Youth on Youth Abuse



Separate Accommodations

- Youth sharing tents must be no more than two years apart in age.
- In Cub Scouting ONLY, parents and guardians may share a tent with their family.
- In Scouts BSA, Venturing, and Sea Scouts, youth and adults tent separately.
- Spouses may share tents.



Scouting Barrier to Abuse: Separate Accommodations

- Reinforcing the policy that NO adults or adult program participants (over 18) are to be in youth (under 18) lodging.
- Youth staff or campers should not enter a tent or cabin that is not theirs – especially if they are more than two years apart in age. Camp management should make camp staff housing assignments with a deep understanding of BSA's separate accommodations policies.
- Staff and unit leaders should be mindful of older staff and youth members going into the tents or cabins of younger staff and youth members and performing an "initiation".



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Separate Accommodations

- Addressing this initiation activity during staff training
- Assigning a staff resident advisor in each cabin or tenting area.
- In staff settings, having separate conversations with each age group and gender about appropriate behavior, locations, and situations where they are and are not allowed, appropriate attire, appropriate interactions, and hazing.



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Preventing Youth on Youth Abuse



Separate Accommodations - Restrooms

- Separate shower and toilet facilities for youth and adults and male and female
- If not, available separate times should be scheduled and posted
- Privacy must be respected by both youth and adults



Separate Accommodations

- Adult outside monitoring the restrooms/shower houses or other changing areas.
- Reinforcing usage guidelines to youth staff and campers.
- Not allowing digital recording device or camera in shower and changing areas. Post signage. (Have separate charging stations available for electronics, away from bathrooms or shower areas.)
- Have a specific schedule for restroom monitoring (see NCAP standards FA-707 & 708)



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BARRIER TO ABUSE: Separate Accommodations- Housing- Separate accommodations for adult males and females and youth males and females are required. Remember:

- Youth sharing tents must be no more than two years apart in age.
- In Cub Scouting ONLY, parents and guardians may share a tent with their family.
- In Scouts BSA, Venturing, and Sea Scouts, youth and adults tent separately.
- Spouses may share tents.

Camps can help prevent youth on youth abuse by:

- 1) Reinforcing the policy that NO adults or adult program participants (over 18) are to be in youth (under 18) lodging. This provides privacy for each group.
- 2) Youth staff or campers should not enter a tent or cabin that is not theirs – especially if they are more than two years apart in age. Camp management should make camp staff housing assignments with a deep understanding of BSA's separate accommodations policies.
- 3) Staff and unit leaders should be mindful of older staff and youth members going into the tents or cabins of younger staff and youth members and performing an "initiation" or other inappropriate activities. Examples include holding down the target, so the "initiation" can be performed. This is hazing and must be stopped. At a minimum, it may be classified as a criminal offense, but it could be considered an assault or a sexual assault.

Say: Consider a couple of ways to reinforce separate accommodations:

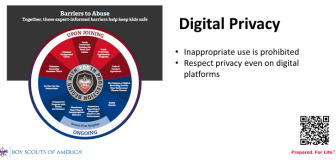
- Assigning a staff resident advisor in each cabin or tenting area.
- In staff settings, having separate conversations with each age group and gender about appropriate behavior, locations, and situations where they are and are not allowed, appropriate attire, appropriate interactions, and hazing.

BARRIER TO ABUSE: Separate Accommodations- Restrooms- Separate shower and toilet facilities must 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. Youth privacy must be respected, not just by adults, but by other youth as well.

Say: As camp leadership, consider the following:

- Adult outside monitoring the restrooms/shower houses or other changing areas.
- Reinforcing usage guidelines to youth staff and campers.
- Not allowing digital recording device or camera, including phones, in shower and changing areas. Post signage. (Have separate charging stations available for electronics, away from bathrooms or shower areas.)
- Have a specific schedule for restroom monitoring (see NCAP standards FA-707 & 708)

Preventing Youth on Youth Abuse



Barriers to Abuse
Together, these barriers prevent youth on youth abuse.

Digital Privacy

- Inappropriate use is prohibited
- Respect privacy even on digital platforms

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BARRIER TO ABUSE: Digital Privacy - Inappropriate use of smartphones, cameras, imaging, or digital devices is prohibited. We must remind youth to respect privacy of everyone, including online and on digital platforms.

Say: Later in our training we will discuss how youth can use digital devices inappropriately leading to problematic behavior and youth on youth abuse.

Remember that many youth have smartphones which makes taking photos and videos incredibly easy – and so is uploading and sharing these images and videos.

Say: Here some ways you can prevent youth from interacting inappropriately online or via their digital devices:

Scouting Barrier to Abuse: Digital Privacy

Here are some ways that youth can interact inappropriately online or on digital devices:

- Develop a camp policy for the use of cellphones and tablets before camp begins, share the policy with staff and campers, and then follow through.
- Consider availability of internet or locking certain websites or application from your camp internet or Wi-Fi.
- Include a reminder on your internet log-in that reminds youth and adults about appropriate online behavior.
- Monitor online activity.
- Confiscate devices immediately when an incident occurs.

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- Include a reminder on your internet log-in that reminds youth and adults about appropriate online behavior.
- Monitor online activity.
- Confiscate devices immediately when an incident occurs.

BARRIER TO ABUSE: Sexual activity is prohibited in Scouting – Sexual activity is never allowed in Scouting.

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;
- youth attempting to meet up for in appropriate activities.

Sexual experimentation by youth is not always abnormal developmental behavior but in Scouting it is always unacceptable behavior. Even if the behavior is mutual and noncoercive, all sexual activity is prohibited within Scouting.

Say: Older youth and youth in positions of authority may try to manipulate other youth using their authority or power, size, or knowledge difference. Sexual abuse can occur even in youth of similar ages. Any peer activity, in which sexual activity is included, is a form of sexual abuse and is prohibited in Scouting.

Youth abusers may use enticements, gifts, and favoritism as a ruse to engage younger and impressionable youth into inappropriate activities. Some youth may use a technique such as, “Let me give you” or “Let me show you” things like porn, alcohol, drugs, tobacco, or other inappropriate materials or say things like, “You’re so much more mature than the other Scouts your age.”

Scouting Barrier to Abuse: Sexual Activity Prohibited

- What are some ways we can prevent inappropriate activity between youth?
- 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.
 - Parents encouraged to review (or re-review) personal safety awareness exercises in handbook insert with their youth
 - Youth should be encouraged to participate in Scouting's "Protect Yourself" programs.

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Say: Here are some ideas on how you can prevent this from occurring at camp:

- 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.
- Parents encouraged to review (or re-review) personal safety awareness exercises in handbook insert with their youth
- Youth should be encouraged to participate in Scouting's "Protect Yourself" programs.

Say: Child development experts state most "normal" sexual activity between consenting, same-age youth with no coercion will stop with calm and clear adult intervention and guidance. Simply stated, an adult (leader) directing youth to stop the behavior and not engage in it during Scouting activities will address most incidents.

Balancing acceptance of normal youth adolescent development with questionable or inappropriate activity should be evaluated on an incident-by-incident basis.

BARRIER TO ABUSE: Hazing, initiations and bullying are prohibited in Scouting – 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.

Bullying is a widespread and serious societal problem that has a negative impact on the "target." (We do not use the term "victim.") More than one-third of serious physical and sexual abuse incidents occur at the hands of other youth who are older or in positions of leadership and able to manipulate using their size or knowledge difference.

Bullying at camp can occur in latrines and showers or other areas where there is limited adult supervision. All forms of bullying can be contributing factors to self-harm and suicidal thoughts.


Some BSA policies that reinforce our no bullying/hazing rules:

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

As camp management, you are the key to creating a safe, bullying-free environment for Scouting youth. You define and reinforce the expectations.

Preventing Youth on Youth Abuse

Barriers to Abuse
Together, these barriers can help prevent youth on youth abuse.

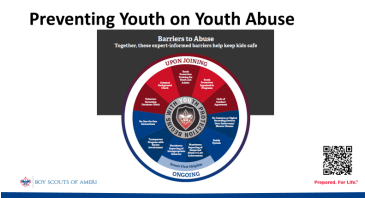


Hazing, Initiations, and Bullying

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

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	<p>Say: Experts say that leaders can sometimes tell when a youth who is new to the unit or new to camp staff may become a target for bullying.</p> <p>Individual factors such as temperament, social competence, physical condition (e.g., overweight/underweight), speaking another language at home, special health-care needs, perceived differences (e.g., sexual identity or orientation, race/ethnicity, religion), or the presence of a disability may put a youth at greater risk of being bullied.</p> <p>Leader intervention is key because youth may be reluctant to report abuse. It is important to repeat key messages, reinforce the Scout Oath and Scout Law, and encourage youth reporting. Youth need to understand that it is their role to watch out for others and it's OK to report all abuse and safety concerns to leaders.</p>
1 minute	CONCLUSION
	FACILITATOR
	<p>Say: Preventing youth-on-youth abuse is the responsibility of all adults in Scouting. Scouting's Barriers to Abuse are key strategies to our prevention. Understanding how Scouting's Barriers to Abuse are implementing a camp setting will ensure that each of us is more prepared to prevent this abuse.</p>


RECOGNIZING YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR

SESSION TIMELINE: 30 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Understand terms and activities that represent youth-on-youth abuse or problematic behavior.
- Recognize the ways that youth may engage in inappropriate behavior in a camp setting.

1 minute	INTRODUCTION
	FACILITATOR
	<p>Say: We have discussed some of the prevention strategies that we as camp leaders can use to prevent youth-on-youth abuse and problematic behavior. During this session of the training, we will now dig deeper into some of the types of abuse that can occur and how each of us can recognize what that abuse may look like.</p> <p>As a reminder, each of us must be situationally aware! This means adopting an attitude that recognizes that if it does not seem or sound right, the situation mandates further investigation (awareness).</p>
10 minutes	RECOGNIZING INAPPROPRIATE SEXUAL ACTIVITY
	FACILITATOR
<p>Recognize</p> <p>Some things you should be familiar with to be more situationally aware</p> <ul style="list-style-type: none"> • “Games” • Youth slang • Texting • Secret hashtags • Apps and online messaging • Others? 	<p>Say: As camp leaders, we should be familiar with the following terms. Youth use these terms to hide the abuse under the guise of games, pranks, initiations, or activities. If you are unsure what these are, we can review them with you here in this safe space. This does not represent a comprehensive list and it is always changing.</p> <p>A full list of these definitions is included in the appendix and a few are included below: It is not necessary to explain each of the games listed below, but the instructor should highlight a few of these as appropriate and as time allows. Instructor should emphasize the resource for these in the appendix and encourage Camp Directors to become familiar with these and other “games” that may appear regionally.</p>

Say: Here are some examples of games

- Truth or Dare
- Never Have I Ever
- Ruffies (or other date rape drugs)
- Are You Nervous?
- Fire Truck- *is like Are You Nervous? One youth runs their finger or hand up another youth's leg with the understanding that if the target says, "Red light," the initiator will stop. When the target does say, "Red light," the initiator says, "Fire trucks don't stop for red lights."*
- Tea-Bagging
- Tying Youth to a Tree
- Strip Poker
- Spin the Bottle
- Choke Out Game
- Porch Monkey
- Purpling (Red on Blue or Pink on Blue) - *is a euphemism for having sex. Males (blue) + females (pink) = purple. "No purpling!" is a familiar cry at youth camps. In a nutshell, it's when the males and females at camp start pairing off.*
- Sleeping Bag
- Circle game - *is when a group of males sit in a circle and engage in masturbation of themselves or each other.*
- Whippets - *refers to nitrous oxide found in small metal canisters used in refillable whipped cream canisters. Nitrous oxide is used as an inhalant to get high. The term has come to refer to any little canister that provides a hit of nitrous oxide.*
- Training or Running the Train
- Other _____

Say: Youth slang may also be used, and we must be aware of what slang could mean to help prevent youth-on-youth abuse. This could include:

- Down in the DM—Short for plans in their social media or texts for an oncoming sexual hook-up
- Smash—To have casual sex
- Netflix 'n Chill—To meet under the pretense of watching Netflix/TV together when actually planning to meet for "making out" or sex
- NIFOC—Acronym for "Naked in front of their computer"
- CU46—Acronym for "See you for sex"
- POS—Parents Over Shoulder – usually done by teens in a text so be aware if you find them using.
- Body Count – The number of people someone has slept with
- The plug – someone who supplies alcohol/drugs
- 53X- Sex
- WWTP – Want to trade photos?
- 9—Short for "A parent is watching!"
- GNOC—Acronym for "Get naked on camera!"
- 420—Marijuana
- Snack— A way to describe an attractive male or female.
- Turnt – To be high or drunk (formerly "turnt")

	<p>Say: There are also “secret hashtags”:</p> <ul style="list-style-type: none"> • #sue: suicide • #deb: depression • #svv: self-harming behavior <p>Additionally, youth communicating by text may utilize emojis to convey sexually explicit messages. Some examples include:</p> <ul style="list-style-type: none"> • Eggplant + Peach: Representations of male and female genitalia • Rocket + Train: Sexual Hint asking, “Ready for Sex?” • Corn: Represents porn <p>Youth often use apps or online messaging to communicate and send explicit messages. You may be familiar with apps like snapchat and discord, but here are a few more to be aware of where youth-on-youth abuse could occur:</p> <ul style="list-style-type: none"> • YouTube • What’s App, Yik Yak, and Kik – free messenger apps that can be used innocently to send messages to friends but have also gained a reputation for being a sexting platform, especially Kik. • Confessions Sites – PostSecret, Secret and Whisper. Users anonymously post secrets and confessions, which, of course, may or may not be true. Often PostSecrets are twisted or sexual in nature. • TikTok – live streaming and video content on this platform could be explicit in nature and youth may share videos between each other.
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2 minutes	MEDICATION ABUSE BY YOUTH
	FACILITATOR
<p>Medication Abuse</p> <p>How might medication lead to youth-on-youth abuse?</p> <ul style="list-style-type: none"> • Misusing prescription medicines. • Taking a medicine that was prescribed for someone else • Taking a larger dose than prescribed • Using the medicine in a different way than it is intended. For example, instead of swallowing tablets, one is crushing and then snorting or injecting them. • Using the medicine for another purpose, such as getting high. • Misusing over the counter medicines, such as cold medicine. <p><small>BOY SCOUTS OF AMERICA Prepared For Life™</small></p>	<p>Say: One area to be aware of is that more and more youth are taking medication for behavioral and cognitive issues. Staff and unit leaders are encouraged to inquire about known issues at pre-camp and leader meetings to ensure a positive experience for all. Unit leaders and staff should be aware that medications can be a factor in behavioral issues. Your understanding of these potentially dangerous medications will help you recognize when their misuse takes place. Unit leadership should coordinate and communicate with Camp Directors and need to know staff on any medication and behavior issues.</p> <p>Say: How might medication lead to youth-on-youth abuse?</p> <ul style="list-style-type: none"> • Misusing prescription medicines. • Taking a medicine that was prescribed for someone else • Taking a larger dose than prescribed • Using the medicine in a different way than it is intended. For example, instead of swallowing tablets, one is crushing and then snorting or injecting them. • Using the medicine for another purpose, such as getting high. • Misusing over the counter medicines, such as cold medicine.

	<p>Say: Camp leaders should be aware of the abuse that occur with both prescription and non-prescription medication. This can be prevented by following NCAP standards HS-506, HS-507 and HS-508.</p>
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5 minutes	TRADITION VERSUS BSA PROGRAM
	FACILITATOR
<p>Camp Traditions vs BSA Program What are some examples of traditions that can be abuse, harassment, bullying, hazing, etc? <small> <ul style="list-style-type: none"> • Initiations and humiliating acts such as paddling a Scout; • Going on a "snipe hunt" • Tying a Scout to tree; • Forcing a Scout to sing or complete some other task to retrieve lost items; • Taunting due to physical limitations • Youth who are new-to-Scouting and younger youth being victimized by older youth seeking retaliation for when they were abused, hazed, or initiated. • Activities or patrol / camp staff events where no adults are present • Cultural appropriation </small></p> <p><small>THE BOY SCOUTS OF AMERICA Program: PCL 1047</small></p> <p>NOTE: Slide has animation for answers to appear on click</p>	<p>Say: Another place in Scouting that has been a cause for concern in the past is in initiation or camp or unit traditions that don't meet the standards of the BSA. 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 in some cases state law.</p> <p>Ask: What are some examples of traditions that can be abuse, harassment, bullying, hazing, etc? <i>(Seek response but aim for the following):</i></p> <ul style="list-style-type: none"> • Initiations and humiliating acts such as paddling a Scout; • Going on a "snipe hunt" • Tying a Scout to tree; • Forcing a Scout to sing or complete some other task to retrieve lost items; • Taunting due to physical limitations such as failure to run or the inability to do push-ups. • Youth who are new-to-Scouting and younger youth being victimized by older youth seeking retaliation for when they were abused, hazed, or initiated. (Passing on the tradition or the "we had to do this so you will too" mentality) • Activities or patrol / camp staff events where no adults are present (reminder there are no youth-only activities in Scouting, appropriate adult leadership must always be present). • Cultural appropriation <p>We cannot turn a blind eye to this type of behavior, even if some might say "we have always done it this way, it's our camp tradition". This type of behavior is more likely to occur in the evening and nighttime hours, and especially when adult supervision is not present. If there are things that have been done in the past that are not allowed, take the opportunity to build new appropriate traditions.</p> <p>As you prepare for camp, you should review and recognize any camp traditions that may not be appropriate. You should also discuss these inappropriate camp traditions with your unit leaders prior to their attending camp. You must stop any traditions that are not in meeting with the BSA policies and procedures or which would be considered hazing or abuse.</p>

5 minutes	RECOGNIZING BULLYING BEHAVIOR
FACILITATOR	
<p>Bullying Behavior</p> <p>What are some examples of bullying behavior you might see at camp?</p> <ul style="list-style-type: none"> • Grouping bullying (roving bully groups) of youth away from their home unit • Pushing youth out of meal lines • Pinning down, threatening, touching youth in restroom or shower facilities • Making fun of/targeting youth with disabilities and other perceived differences • Pantsing <hr/> <p>Bullying Behavior</p> <p>What are some examples of bullying behavior you might see at camp?</p> <ul style="list-style-type: none"> • Pulling back/down shower curtains • Ridicule or group verbal abuse, including serious or excessive teasing • Name calling • Insulting nicknames • Derogatory statement about youth identities <hr/> <p>NOTE: Slide has animation for answers to appear on click</p>	<p>Say: One of the more common types of abuse and problematic behavior is bullying. It can also happen at your camp. Your ability to recognize these acts will be key to proper response.</p> <p>Ask: What are some additional examples of bullying behavior you might see at camp? (Seek response but aim for the following):</p> <ul style="list-style-type: none"> • Group/gang bullying (roving bully groups) of youth away from their home unit (these groups tend to travel together and have a leader who the others in the group want to be around or try to impress through different and sometimes increasingly harmful acts) • Pushing youth out of meal lines • Pinning down, 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 or any other identity of the youth <p>We should acknowledge that this behavior thrives in the large environment and anonymity of a camp setting.</p> <p>Culprits are difficult to identify due to multiple units unknown to each other. In addition, youth may have:</p> <ul style="list-style-type: none"> • Fear of reprisal • Fear by targeted and victimized youth • Unengaged leaders

Say: Unfortunately, most incidents of abuse of youth are not stopped and go unreported. This occurs for several reasons.

- Youth are often afraid no one will believe them, or they will not be accepted if they say something about the abuse.
- The youth may feel responsible or blame themselves for the abuse or feel that others will see them as weak for “letting” it happen or not standing up for themselves.
- Some youth may have participated in an activity and later regretted it or realized that they were manipulated. Youth are often intimidated by the perpetrator, whether an adult, older youth, or peer. And the unknown can be a scary thing. What will happen to them or the perpetrator if they speak up?

5 minutes

HARASSMENT OF STAFF AND PARTICIPANTS

FACILITATOR

Recognize Harassment Behavior

Unwanted Behaviors

- Advancement and harassment of staff (in person or online)
- Sexual advances or suggestive advances (in person or online)
- Verbal Harassment (in person or online)
- Touching

Recognize Harassment Behavior

How do these manifest at camp?

- Jokes, smirks, photo taking, pointing, gawking or eyeing
- Voyeuristic activities in private areas
- Leering or staring
- “Games”
- Comments
- Targeting transgender youth
- Failure of leadership to prepare youth
- Immature youth in coed environment
- Youth not accustomed to being around members of the opposite sex in an overnight setting

Say: Another area of concern for us at camp that we need to recognize is harassment behaviors of our staff or participants. This is a heavily overlooked area of preparation for most units as they plan to attend camp. Nearly all camp staff today are coed. Many youth attending camp or serving on camp staff have not experienced a resident situation with coed peers outside of Venturing, Sea Scouts or Exploring participants. It’s important that all Scouts understand what is expected of them regarding their behavior at camp and how to interact with the camp staff.

As mentioned, this section is meant to help us recognize these behaviors. We will discuss how to respond in a bit.

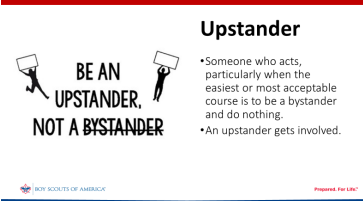
Say: These unwanted behaviors could include:


- Unwanted advances and harassment of staff (in person or online)
- Unwanted sexual or suggestive advances (in person or online)
- Verbal harassment (in person or online)
- Unwanted touching

This could manifest in the following ways that you should be able to immediately recognize:

- Jokes, smirks, photo taking, pointing, gawking or eyeing
- Voyeuristic activities in private areas
- Leaders and youth “leering” or staring at others in pools, lakefront, climbing wall areas
- Game such as “Guess What Color?” and “ranking” other youth or staff
- Comments such as “Females don’t belong at camp” and “Females are inferior counselors”
- Harassing transgender Scouts
- Failure of leadership to prepare youth by setting proper expectations and providing proper examples
- Immature youth in coed environment
- Youth not accustomed to being around members of the opposite sex in an overnight setting

It is critical that we understand how to recognize these behaviors so we can prevent them from occurring between our youth staff and our youth campers.

2 minutes	EMPHASIZING UPSTANDER BEHAVIORS
	FACILITATOR
 <p>Upstander</p> <ul style="list-style-type: none"> •Someone who acts, particularly when the easiest or most acceptable course is to be a bystander and do nothing. •An upstander gets involved. 	<p>Say: One of the ways we teach Scouts to help in the process of abuse prevention is through the concept of the Upstander.</p> <p>Ask: What is an upstander? (Seek response but aim for the following):</p> <ul style="list-style-type: none"> • An upstander is someone who acts, particularly when the easiest or most acceptable course is to be a bystander and do nothing. • An upstander gets involved. <p>Say: During our staff training and throughout our camp seasons, we must emphasize the ideal that each youth can and should be an upstander.</p> <p>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.</p>

<1 minute	CONCLUSION
	FACILITATOR
	<p>Say: Recognizing behaviors that lead to or are youth-on-youth abuse is critical as a camp staff leader. Being aware of the interactions between your youth staff and your youth campers is key to preventing youth-on-youth abuse.</p>


RESPONDING TO YOUTH-ON-YOUTH ABUSE

SESSION TIMELINE: 35 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Demonstrate how to respond to a potential youth-on-youth abuse situation.
- Understand the resources that are available to you in responding to youth-on-youth abuse

1 minute	INTRODUCTION
	FACILITATOR
	<p>Say: Camp managers may be called upon to respond to a youth-on-youth abuse situation. This section will provide us a chance to review several potential youth-on-youth abuse scenarios. We will discuss how we could respond to these potential abuse incidents.</p> <p>When scenarios like these occur, there may be more than one way to manage the situation. It is important to remember the BSA reporting policies throughout these situations as well as ensuring Scouting’s Barriers to Abuse are followed. As a reminder this would include having two adults present when you are speaking with or gathering additional information from youth.</p> <p>One conversation that needs to take place prior to camp is with the Scout Executive. This conversation needs to cover how you will respond and report youth on youth abuse or other youth protection and membership violations to your Scout Executive. There needs to be a strategy and plan for what to do if you are not able to get in touch with the Scout Executive.</p>
30 minutes	YOUTH-ON-YOUTH ABUSE SCENARIOS
	FACILITATOR
	<p>Do: REVIEW THREE OR MORE OF THE FOLLOWING SCENARIOS. YOU CAN REVIEW MORE IF INSTRUCTIONAL TIME ALLOWS: It is important to know that the discussion points listed below each scenario are not meant to be a checklist for the scenario, but to help prompt the discussion.</p> <p>As each is discussed make sure to discuss which BSA barrier to abuse or prevention mitigation strategy was missing that could have led to this scenario happening.</p>

Scenario 1

A 17-year-old staff member is texting with a 15-year-old staff member over the course of a week.

The 15-year-old becomes uncomfortable when the 17-year-old begins texting suggestive emojis to the 15-year-old.

The 15-year-old brings you their phone and asks you what to do. How do you respond?

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Say: **SCENARIO 1:** A 17-year-old staff member is texting with a 15-year-old staff member over the course of a week. The 15-year-old becomes uncomfortable when the 17-year-old begins texting suggestive emojis to the 15-year-old. The 15-year-old brings you their phone and asks you what to do. How do you respond? (Discuss how to respond to this scenario. The list below is not all inclusive.)

Discussion should include:

- Stopping the behavior
- Protecting the target from further communications
- Discussion with the perpetrator about appropriate contact
- When and who should contact parents of both parties
- Acknowledge the staff who brought this to leadership attention (A Scout is Brave)
- Possible removal of the perpetrator (both from camp and if necessary, from Scouting)
- When does the Scout Executive get involved? Ideally as soon as the situation is safe. Remember to call Scout executives for any party involved (not just your own Scout Executive). This process may be done by your Scout Executive on your behalf as the camp director.
- YOU MUST HAVE SCOUT EXECUTIVE CELL PHONE NUMBER
- Begin documenting situation (see form in Appendix)
- Reporting (this will be discussed further in the next section of this course)

If this has not already been discussed:

ASK: What barrier to abuse was not being followed: Digital privacy: youth contacting one another without adult supervision, sexting, inappropriate use of technology

After a brief discussion mention the following additional considerations and discuss any changes to the response.

Say: Additional consideration: Two days after the first text the 17-year-old had a birthday and is now 18. The emojis came on day 4.

Discussion should include:

- The perpetrator is now an adult and this relationship is not appropriate
- Possible removal of the perpetrator (both from camp and Scouting)
- When to call law enforcement
- When to call parents of the target
- Reporting (this will be discussed further in the next section of this course)
- Others:

If this has not already been discussed:

ASK: What Barrier to Abuse was not being followed? No one on one contact with youth. BSA adult supervision

Scenario 2

A 14 year old camper is awoken by three Scouts while he was asleep in his tent. The Scouts rolled the 14 year old onto his stomach, pinned him down, shoved a t-shirt in his mouth, and repeatedly shoved a broomstick into his buttocks. The 14 year old reports this to his adult leader who comes to the camp director asking what to do.

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Say: **SCENARIO 2:** A 14-year-old camper is awoken by three Scouts while he was asleep in his tent. The Scouts rolled the 14-year-old onto his stomach, pinned him down, shoved a t-shirt in his mouth, and repeatedly shoved a broomstick into his buttocks. The 14-year-old reports this to his adult leader who comes to the camp director asking what to do.

Discussion should include the following. The list below is not all inclusive.

- This is sexual assault. This is not problematic behavior to be redirected. This is a crime.
- Confirm the safety of all involved.
- Determine any medical attention that is needed. Care for the Scout first.
- Contacting law enforcement.
- You need to manage this as the camp director and engage council Scout executive immediately. This is not something you delegate.
- Contacting parents asap with your Scout Executive.
- Working with unit leaders.
- Working with law enforcement to identify perpetrators.
- Others?

Ask: What Barrier to Abuse was not being followed? There is a potential to have a conversation about adult supervision i.e. bed checks and or sight/sound.

Scenario 3

A 16-year-old staff member after a night off comes to you to report that she had been sexually assaulted at another 16-year-old staff member's house on her night off last night.

A group of staff had gone to the home to watch a movie. There were no adults in the home.

They had all been drinking prior to the incident and no one at the house was over 21. What do you do?

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SCENARIO 3: A 16-year-old staff member after a night off comes to you to report that she had been sexually assaulted at another 16-year-old staff member's house on her night off last night. A group of staff had gone to the home to watch a movie. There were no adults in the home. They had all been drinking prior to the incident and no one at the house was over 21. What do you do?

Discussion should include:

- Violation of the Scouter code of conduct that all staff signed.
- Follow local laws related to Child protective services
- Calling law enforcement
- Communication with parents of all parties
- Removal from camp staff or the BSA
- Safety of the target and support for her
- Highlight there are actually separate issues occurring here
- Others?

If it has not already been discussed

Ask: What Barrier to Abuse was not being followed? **Adult Supervision**

Scenario 4

An 8-year-old camper comes to your office with his buddy looking for the “left-handed smoke shifter” that the 14-year-old den chief from his unit had sent them to find.

The next item on the list is “50 feet of shoreline”. They were told that “everyone in this unit has to find these things or they do not eat tonight”.

What do you do?

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Scenario 5

A Scout informs you that two girls in her troop were having sex in their tent last night.

What do you do?

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Say: **SCENARIO 4:** An 8-year-old camper comes to your office with his buddy looking for the “left-handed smoke shifter” that the 14-year-old den chief from his unit had sent them to find. The next item on the list is “50 feet of shoreline”. They were told that “everyone in this unit has to find these things or they do not eat tonight”. What do you do?

Discussion should include:

- Conversation with adult leadership from the unit
- Potential removal of participants from the camp
- Contacting the parents of the target
- Counseling session with the 14-year-old about appropriate programs
- Others?

If it has not already been discussed:

Ask: What Barrier to Abuse is not being followed? (Program Requirements – no hazing or initiation)

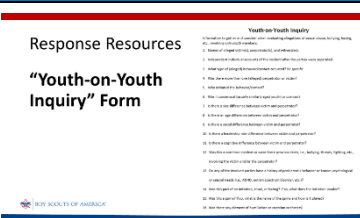
SCENARIO 5: A Scout informs you that two girls in her troop were having sex in their tent last night.

Discussion should include:

- Gender is irrelevant. Their sexual orientation is irrelevant. There is no Sexual Activity in Scouting.
- Conversation with adult leadership from the unit
- Alongside unit leadership, gather information. Ensure conversation takes place with Scouts and what action must be taken.
- Potential removal of participants from the camp
- Contacting the parents
- Inform Scout Executive
- Gather information and reporting
- Acknowledge the Scout who made the report

If it has not already been discussed:

Ask: What Barrier to Abuse is not being followed? (No Sexual activity in Scouting.) There is a potential to have a conversation about adult supervision i.e. bed checks and or sight/sound.

5 minutes	RESPONSE RESOURCES
	FACILITATOR
	<p>Say: As you can see there is not a one size fits all approach to these situations. In addition many of these scenarios may be mitigated through everyone having a clear understanding of the BSA barriers to abuse and how they apply at camp. As camp managers, we must be prepared to support and engage during these situations. There are several resources available to help guide you through this process.</p> <p>The Youth-on-Youth Inquiry Form - questions located in Appendix X of Procedures for Maintaining Standards of Membership and Leadership (and in the appendix of this guide, and the flash drive) are a great resource. These questions can assist you in gathering all the important information of a potential abuse situation.</p> <p>Do: Review the youth-on-youth inquiry form from the handout materials. It is on the camp and program director thumb drives.</p> <p>Say: If you are prompted to use this inquiry form, please submit it and all other relevant information to the person in your council responsible for youth protection, most likely your Scout Executive. We will discuss reporting in the next section. Once you have informed the Scout Executive you have reported to the BSA only. You must still report to your local authority.</p> <p>It's also important to remember that each state has its own set of rules and regulations on reporting. Make sure that you are up to date on what is expected of you and your staff.</p> <p>In our next section, we will discuss what reporting must occur and the reporting process.</p>

<1 minute	CONCLUSION
	FACILITATOR
	<p>Say: Reviewing scenarios and role playing how you might react while managing a youth-on-youth abuse incident can help you “be prepared” when an incident occurs. Properly responding and gathering the right information is an important part of the process.</p>


REPORTING YOUTH-ON-YOUTH ABUSE


SESSION TIMELINE: 12 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Understand the steps that must be taken to report youth-on-youth abuse.
- Outline the NCAP standards that require timely incident reporting for youth-on-youth abuse.

<1 minute	INTRODUCTION
	FACILITATOR
	<p>Say: After our initial response to a situation and making sure the target of the abuse is safe and taken care of, as camp managers our attention then turns to the reporting step. If at any time there appears to be abuse, coercion, threats, or forced activity, our reporting responsibility is clear. As camp leaders we have a responsibility for ensuring youth are protected and notifying parents will always be paramount. Common sense and judgment should always apply.</p> <p>All incidents of inappropriate activity, including those involving sexual matters, regardless of whether it is consensual, must be investigated and reported to the camp management.</p> <p>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.</p>

2 minutes	MANDATED REPORTER STATUS
FACILITATOR	
<p>BSA Reporting Policies</p>  <p>Mandatory Reporters</p> <ul style="list-style-type: none"> • All persons must report good-faith suspicion • No one may abdicate this responsibility • Know additional state laws • Notify Scout Executive • Agency to contact and their current phone number (include on your emergency list see NCAP AO-805) <p><small>BOY SCOUTS OF AMERICA Prepared For Life!</small></p>	<p>Say: The BSA has mandated that all Scouters are required to report abuse (see Scouting’s Barriers to Abuse).</p> <p>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 sexual abuse materials, online solicitation, enticement, or showing of obscene material.</p> <p>Know the agency to contact and their phone number. This number should be on your emergency contact list (See NCAP AO-805).</p> <p>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. If you are unsure what your state laws are, reach out to your local council Scout executive.</p> <p>Some states may define emotional abuse requiring mandatory reporting to include serious forms of bullying or harassment; <i>be familiar with what your state requires.</i></p> <p>Don’t forget to notify your local council Scout executive immediately as well. As mentioned earlier, calling your Scout Executive informs the BSA, but does not abdicate your personal responsibility to call local authorities.</p>

3 minutes	REPORTING CHECKLIST
FACILITATOR	
<p>Steps in Reporting Abuse</p> <p>NOTE: This is not a complete list and order may change based on the specific situation.</p> <ul style="list-style-type: none"> • Immediately stop the abuse or policy violation. • The BSA’s Mandatory Reporting of Child Abuse policy requires an immediate report to law enforcement or state CPS. • Protect the youth and ensure they are in a safe environment. • Separate the alleged target 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. • Collect all the facts. • Accept the fact that good Scouts may do bad things and do not blindly defend or dismiss reports. <p><small>BOY SCOUTS OF AMERICA Prepared For Life!</small></p>	<p>Say: There are several things that you should always do when responding to suspected abuse or Youth Protection violations:</p> <ul style="list-style-type: none"> • Immediately stop the abuse or policy violation. • Protect the youth and ensure they are in a safe environment. • Separate the alleged target 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. Confirm your state law regarding mandatory reporting process. • Collect all the facts. • Accept the fact that good Scouts may do bad things and do not blindly defend or dismiss reports.

Steps in Reporting Abuse

NOTE: This is not a complete list and order may change based on the specific situation.

- Notify the appropriate Scouting leaders (unit leader, camp director, council Scout executive, etc.).
- Remember that failure to act may 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
- Ensure that parents are notified (consider by whom and when notification should be made—from the perspective of parents).

BOY SCOUTS OF AMERICA

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NOTE: Slides have animation for answers to appear on click



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 - The Scout Oath and Scout Law
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Scouts First Helpline – What is it and when should utilize this resource?

What is Scouts First? The BSA has a dedicated 24-hour helpline to receive reports of known or suspected abuse or behavior that might put a youth at risk. This includes youth-on-youth abuse.

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


When should you call Scouts First as a camp manger?


First, you must notify your local council Scout executive or their designee, *if they cannot be reached; and you need immediate assistance with an active sexual abuse allegation.*

THEN call the 24/7 Scouts First Helpline at 1-844-726-8871 or email, scoutsfirst@scouting.org.

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

All incidents of inappropriate activity, including those involving sexual matters, regardless of whether it is consensual, must be investigated and reported. 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.

3 minutes	INCIDENT REPORTING
FACILITATOR	
<p>BSA Youth Protection – Reporting steps</p> <ul style="list-style-type: none"> • Mandatory reporting of abuse to law enforcement • Call Scout Executive (Follow their guidance) • If SE unavailable, call Scouts First 24/7 helpline if you need immediate assistance with an active sexual abuse allegation • Online Incident Reporting System within 72 hours (see NCAP AO-808)  <p><small>BOYS SCOUTS OF AMERICA</small> <small>Prepared For Use™</small></p>	<p>Say: Timely, clear, concise, and complete incident reporting allows for an appropriate response and support during a youth-on-youth abuse incident. There are guidelines for reporting that must be followed for any incident including youth on youth abuse incidents. Details for this reporting are found in NCAP Standard AO-808..</p> <p>Ask: Who should be notified? <i>(Seek response but aim for the following):</i></p> <ul style="list-style-type: none"> • Camp Management • Scout Executive • Youths’ Parents • Law Enforcement: Notify the appropriate law enforcement office if mandated. • National Council: NCAP Standard AO-808 requires all camp leaders to report <i>sexual or physical abuse within 24 hours</i> and to <i>report youth protection and membership standards infractions incident reports to the national council within 72 hours.</i> <p>Say: Incident reports are submitted online through the BSA’ RiskConnect reporting system. You should work with your local council Scout Executive to determine who will file this report.</p> <p>Submitting this Youth Protection/ Membership Infraction incident report does not eliminate your responsibility to immediately stop the behavior at issue and to protect the youth nor your obligations under BSA’s mandatory reporting of child abuse and any other obligations imposed by state law.</p>

3 minutes	CONCLUSION
FACILITATOR	
 <p>Scouting is Safer than Ever Before</p> <p>EFFECTIVE BARRIERS TO ABUSE</p> <p>MILLIONS OF PARENTS TRUST THE BSA TO PROVIDE MEANINGFUL PROGRAMMING IN A SAFE ENVIRONMENT</p> <p>RECOGNIZE RESPOND REPORT 1-844-SCOUTS1</p> <p><small>BOYS SCOUTS OF AMERICA</small> <small>Prepared For Use™</small></p>	<p>Say: 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.</p> <p>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. A list of those numbers needed are listed in NCAP standard AO-807.</p> <p>Clear communication with all youth, staff and leaders about expectations is vital as leaders can help minimize the risk of youth-on-youth incidents by active vigilance of the environment and behavior of youth.</p>

	<p>Say: All of us should ask questions or investigate suspicious behavior or circumstances, as well as curious sights and sounds. By reinforcing and enforcing Youth Protection guidelines, all of us help keep Scouts safe.</p> <p>The BSA requires that abuse and youth protection violations be properly reported, managed, and documented. Remember that Scout safety and youth protection are everyone’s business.</p> <p>By understanding the steps of Prevent, Recognize, Respond, and Report we will have a plan to work together to make Scouting safe for all youth and help to prevent incidents of abuse in the future.</p>
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Appendix

BSA Incident Reporting Resources:

[Incident Reporting](#)

[Youth Protection / Membership Infraction Reporting Tool](#)

[Incident Reporting Requirements \(9/2021\)](#)

Additional Resources:

[NCAP Webpage](#)

[Youth Protection Webpage](#)

[Youth Protection Training](#) 

[Guide to Safe Scouting](#)

[Scouter Code of Conduct](#) 

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

Game Definitions (page 36-39)

Youth-on-Youth Inquiry Form / Questions (Page 40)

Game Definitions

These are for facilitator reference ONLY. Do NOT duplicate and share with participants. Copies can always end up in the wrong hands.

Are You Nervous?

Definition:

Are You Nervous? is a game played by two people, where one person stands with their hands by their sides while the other person touches a part of their body and asks, "Are you nervous yet?" The goal of the game is to avoid admitting nervousness, even when the other person touches intimate places on the body.

Choke Out Game

Definition:

The Choke Out Game, also known as the Good Kids High, is defined as strangulation (either alone or assisted) with the hands or a noose to achieve a brief euphoric state caused by a lack of oxygen traveling to the brain.

Circle Game/Circle Jerk

Definition:

The Circle Game is when a group of males sit in a circle and engage in masturbation of themselves or each other.

Doctor

Definition:

"Playing **Doctor**" is a phrase used to refer to youth examining each other's genitals. It originates from children using the pretend roles of doctor and patient as a pretext for such an examination.

Fire Truck

Definition:

Fire Truck is like Are You Nervous? One youth runs their finger or hand up another youth's leg with the understanding that if the target says, "Red light," the initiator will stop. When the target does say, "Red light," the initiator says, "Fire trucks don't stop for red lights."

Netflix and Chill

Definition: Is an Internet slang term used as a euphemism for sexual activity, either as part of a romantic partnership or as casual sex or as a groupie invitation. Since its first recorded, nonsexual use in a tweet posted in 2009, the phrase has gained popularity within the Twitter community and other social media sites like Facebook and Vine. By 2015, "Netflix and chill" had become an Internet meme and its use on teenage social media was commonly described as "sexual" by Fusion. Code for "hooking up".

Never Have I Ever

Definition:

The **Never Have I Ever** game is a relatively simple game great for large groups that can provide hours of entertainment. Frequently used as a party icebreaker, this highly verbal game helps people get to know each other and also have fun. Unfortunately, things can go wrong quickly when questions take on an inappropriate theme.

Porch Monkey

Definition:

Porch Monkey is when one youth makes another their "slave" for the day.

Purpling/Red on Blue/Pink on Blue

Definition:

Purpling is a euphemism for having sex. Males (blue) + females (pink) = purple. "No purpling!" is a familiar cry at youth camps. In a nutshell, it's when the males and females at camp start pairing off.

Ruffies

Definition:

Ruffies, also known as date rape drugs, are drugs used to cause semi consciousness and memory blackouts and have been used in committing sexual assault. A Ruffie is generally a dose of the sedative flunitrazepam/Rohypnol, especially in tablet form. It has sedative and hypnotic properties.

Spin the Bottle

Definition:

Spin the Bottle is an activity in which players take turns spinning a bottle lying flat, and then kiss the person to whom the bottle's neck points on stopping. Variations allow for other tasks to be accomplished. It can also be used to decide the player for another game such as Truth or Dare? Certain variations also include penalties.

Strip Poker

Definition:

In **Strip Poker**, instead of playing for cash, players play for clothes. Alternatively, players can start out playing for money and when players run out of cash, they must offer up articles of clothing to stay in a hand. If they lose, the clothes get removed, one piece at a time.

Tea-Bagging

Definition:

Tea-bagging is when one person places their scrotum in the mouth of another person, usually while that person is passed out or asleep, clothed or unclothed. This usually occurs among males in fraternity houses, while camping, or during other overnight activities, or as an “initiation ritual” or prank. Depending on age and other factors, these incidents can be viewed as sexual harassment, assault, sexual assault, or a criminal offense. Any occurrence involving Scouts must be immediately reported to the Scout executive.

Training/Running the Training/Gangbang

Definition:

A **gangbang** occurs when multiple individuals, usually three or more, engage in sexual intercourse with a single willing partner. (If the partner is unwilling, it is called gang rape.) It can occur when any one person of either gender has intercourse with three or more people at once, consensual or not (usually the latter), and is the sole receiver.

Gangbang can also refer to when a street gang finds a random person on the streets and beats them, usually ending with the removal of the victim’s shoes, which are then strung from power lines.

Truth or Dare

Definition:

Truth or Dare is a mostly verbal game requiring two or more players. Players are given the choice between answering a question truthfully or performing a “dare,” both of which are set by the other players. Game sessions may have a sexual connotation to them or require youth to perform sexual acts.

Whippets

Definition:

Whippets refers to nitrous oxide found in small metal canisters used in refillable whipped cream canisters. Nitrous oxide is used as an inhalant to get high. The term has come to refer to any little canister that provides a hit of nitrous oxide.

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?