Completing the Youth Protection Puzzle

- Role
- Admin Practices
- Training
- Responding
- Policy
- Screening
TAKE CARE OF YOURSELF
The Scope of the Problem

1 in 4 Girls

1 in 13 Boys

Experience sexual abuse before the age of 18 (as estimated by the CDC)

Youth-to-Youth sexual misconduct occurs at a higher prevalence rate than adult-to-youth

90% of the time, the perpetrator is known to the victim

80% of abuse does not get reported. In some industries, reporting is even less frequent

Sexual abuse remains a serious issue that affects millions of vulnerable individuals each year, sparing no generation or demographic.

PRAESIDIUM
LARGE LOSSES PAID IN 2000-2022

- **2000-2005**: Avg $8,193,207 (54)
- **2006-2011**: Avg $22,386,949 (87)
- **2012-2016**: Avg $11,209,907 (109)
- **2017-2022**: Avg $43,941,987 (176)
Challenges in Higher Education

- Diversity and volume of potential exposures, with relative ease of access
- Inconsistency of policies at system, campus, auxiliary, and/or program levels
- Unclear ownership of risk and quality control
- Divisional / departmental autonomy in program launch and risk management
- Conflicting implementation priorities and limited resources
The Risk Manager’s Role – A Corner Piece

- Education, Counseling, & Training
- Engaging & Cultivating Buy-in
- Administration, Oversight, & Distribution of Resources
- Partnering with Auxiliaries

Ask yourself: How does your current role fit into the “Puzzle”?
Putting Policies in Place

Importance:
- Communicate a zero tolerance for abuse
- Create a bandwidth of acceptable behavior
- Create institutional memory

Panel Discussion:
- How do you develop a policy and gain buy-in?
- How do you measure the effectiveness of your policy?
- What is your role in implementation and enforcement?

Diagram:
- Policies
- Screen & Selection
  - Training
- Monitoring & Supervision
- Internal Feedback Systems
  - Consumer Participation
- Responding
- Administrative Practices
  - A Safe Environment
Selecting the Right Screening Process

Importance:
Screening and selection are important because they control who has access to the youth.

Panel Discussion:
What is your current process?
How does HR play a role?
Fitting in Training

Importance:
Training is important because it teaches individuals how to perform their role in abuse risk management.

Panel Discussion:
✓ What training is required on your campus?
✓ How are you tracking and ensuring compliance?
Ensuring No Piece is Left Behind: Responding

Importance:
Responding is important because it results in an immediate reaction to red-flag behavior and to suspicions of abuse.

Panel Discussion:
✓ How did you assist in building internal reporting procedures?
✓ What role does the campus play in ensuring mandated reporting requirements are followed?
✓ How are we bringing down barriers to reporting?
An Integral Piece: Third-Party Partners

Importance:
Auxiliary and third-party partners must be invited to the table.

Panel Discussion:
✓ How are third-parties included under your policy?
✓ What insurance, contract, or compliance components are required from auxiliaries and third-parties?
Completing the Puzzle: The Final Piece

Promote a Culture of Safety

- Standards are clear
- Standards are enforced
- Everyone knows safety is part of their job
- Everyone takes warning signs seriously
- Everyone reports their concerns
- Employee engagement is high
- Quality is institutionalized
CONTINUE THE CONVERSATION

- CSURMA Resource Page
- San Francisco State Youth Protection Policy
- CSU San Bernardino Youth Protection
- CSU SkillSoft – Youth Protection Trainings
- Praesidium Academy
- Sign Up for Praesidium Tip of the Month
QUESTIONS