

TALKING POINTS for MODULE IV: Taking Action: Responding and Reporting
IORG Youth Protection Program

Slide Number	Slide Contents	Comments and Questions	Guidance
1. Title	Module IV: Responding and Reporting	This is the fourth and final training module for youth and adults. Modules for leaders and chaperones will be distributed in 2016.	<i>Rainbow's YP Program was adopted by the SEB in 2014.</i>
2. Objectives	<ul style="list-style-type: none"> • Empower participants to respond if they observe warning signs of abuse or suspect maltreatment • Teach youths and adult volunteers when and how to respond to incidents • Equip participants with information and tools for taking appropriate action 	<p>In previous training sessions, we discussed Rainbow's position on maltreatment, how to recognize and prevent maltreatment, and then situational and relationship factors. This module deals with when and how to react, respond and report.</p> <p>?? Why do you think consistency in reporting is important??</p>	<i>Adhering to policy discourages perpetrators attempting to access youth, helps us maintain fair and reasonable practices, creates expectations for proper behavior, and prepares us to make informed decisions when we observe actions that are inconsistent with acceptable behavior.</i>
3. Awareness and Action	<ul style="list-style-type: none"> • Differentiating behaviors • Assessing Situations • Responding • Reporting 	In our last session we discussed safeguards for bullying and relationship issues, as well as situational safety issues. Today, we'll discuss how to identify and assess behaviors, and how to respond and report if necessary.	<i>Help participants understand they probably will not see actual abuse, but may observe red flags or indicators of maltreatment occurring (as discussed in Modules II and III)</i>
4. Behaviors	<ul style="list-style-type: none"> • Appropriate – those behaviors that are suitable for the time and place • Inappropriate – not truly harmful, yet not ideal for the circumstances; or may be unacceptable by our social standards 	<p>We touched on these categories of behaviors in Module II and will explore them in a little more depth here:</p> <ul style="list-style-type: none"> • <u>Appropriate behaviors</u> are proper for the current circumstances. Conversations and behaviors that foster well-being should be encouraged. • <u>Inappropriate behaviors</u> are not harmful per se, but fall short of being acceptable. This may include comments or actions made in jest, or may be the result of thoughtlessness or insensitivity. If something is not obviously harmful, it may be best to give the offending person the benefit of the doubt, and suggest being more mindful of his or her remarks or actions in the future. 	<p><i>By exploring different types of behaviors and discussing what is acceptable and not acceptable, we both <u>establish expectations</u> and <u>prevent over-reaction</u> when situations do arise.</i></p> <p>Suggestion: <i>Encourage discussion and interaction. Allot extra discussion time for small groups to process this information. This will help participants begin to think in critical terms about the appropriateness of behaviors.</i></p> <p><i>The discussion of inappropriate behavior is a good time to stress that the appearance of impropriety may be as damaging as actual misdeeds.</i></p>

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	<ul style="list-style-type: none"> Harmful – anything that is hurtful, coercive, degrading, suggestive, or invasive 	<ul style="list-style-type: none"> <u>Harmful behaviors</u> include anything that is overtly hurtful, degrading, coercive, sexually suggestive, or invasive of someone’s space or privacy. <u>Action should be taken any time harmful behaviors are observed.</u> <p>?What are some behaviors that might be inappropriate, but not harmful?</p> <p>?What other behaviors might be appropriate in one situation and not another?</p>	<p><i>Whether a behavior is appropriate, inappropriate, or harmful may be based on the circumstances. For example, kissing is sometimes appropriate for older youth, but not during business or organizational events or ceremonies. Kissing could even be considered harmful if force is involved. Hugging is appropriate in some circumstances, but could be inappropriate if someone is not receptive, if it occurs too often or for too long, or if the contact is romanticized or sexualized.</i></p>
5. Responsive-ness	<ul style="list-style-type: none"> Sometimes it’s enough just to listen with compassion when someone shares something that’s happened to them Encourage girls to speak with trusted adults about issues that trouble them If you’re concerned about a specific behavior, speak with your Mother Advisor or Advisory Board Member about it Keep private matters private, but don’t risk someone’s safety to do so 	<ul style="list-style-type: none"> When someone has had an argument with a friend or parent, she may feel she’s been treated unfairly. These feelings may pass in time; or there may be a reason things occurred as they did. It’s important for girls to have a support system of trusted adults with whom they can discuss issues and learn about healthy relationships. Inappropriate actions can often be handled with a discreet conversation regarding proper behaviors, or more importantly, the perception of impropriety. Don’t feel like you need to bear the burden alone. If you become aware of something that concerns you, speak with someone in leadership or another trusted adult. 	<p><i>This is the time to begin to differentiate between responding and reporting. Because life is full of relationship interactions – some pleasant and some difficult – we want participants to develop skills in when and how to react to situations that arise.</i></p> <p><i>Explore who are the best individuals to approach with concerns, including Rainbow leaders, teachers or counselors, clergy, etc.</i></p> <p><i>Discuss importance of confidentiality, why we need to keep matters private and when privacy is not the primary concern: When someone is in danger or when they may harm themselves or another.</i></p>
6. Action should be taken <u>any time</u> ...	<ul style="list-style-type: none"> The safety or wellbeing of a child is in danger Maltreatment is suspected or reported Sexual abuse occurs (regardless of whether an adult, another youth within the organization, or someone outside of the organization is suspected) Abusive or harmful behaviors are observed 	<p>While it is important to be caring and supportive when someone is having a difficult time in a relationship, it is critical that we know when to take action and make a report to someone in authority.</p>	<p><i>Consider presenting possible scenarios for small group discussions or pen and paper exercises, e.g. which should be reported; which only require supportive listening.[Be careful not to present events that may have occurred in your jurisdiction, in which individuals may be identified by participants.]</i></p>

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	at any Rainbow activity <ul style="list-style-type: none"> • Harmful behaviors are reported or observed • Any unsafe situation exists 	Any time a girl discloses that she has been abused, action is warranted.	
7. What to do?	Report to Authorities <ul style="list-style-type: none"> • Any Imminent Danger • Sexual Abuse • Physical Abuse, especially with injury • Threats • Harassment or severe bullying Respond Internally <ul style="list-style-type: none"> • Inappropriate behaviors • First-time harmless misdeeds that may serve as learning experiences • Verbally offensive behaviors 	Here are some examples of when to take action. ? What others can you think of? Some situations may not require official “action” of any kind, yet the individual involved may benefit from supportive listening, or information and possibly referral.	<i>Test participants’ levels of understanding with discussion of these comparative situations.</i> <i>Assembly leaders should consider having a resource list of local organizations and programs to share when a girl is having a relationship or family issue.</i>
8. Reporting Concerns	Any adult or youth who observes an unsafe situation or has reason to suspect mistreatment of a youth should immediately inform the Mother Advisor or an Advisory Board Member. The adult leader receiving the information is then responsible for notifying authorities, if warranted, as well as following Rainbow’s administrative reporting procedures. <u>For confidentiality purposes, the matter should not be discussed with anyone else.</u>	If you have observed or suspect maltreatment, you may be asked to complete a Confidential Incident Report as soon as practicable. If so, the report should be completed while memories of the events are still fresh, and should include only what was observed and not personal opinion or interpretation. ? Why would you not want to include personal opinion in the report?	<i>Explore what leaders in your assemblies would be best to receive reports and discuss situations.</i>
9. Legal Requirements	<ul style="list-style-type: none"> • Individual jurisdictions may have different legal reporting requirements. Online or local resources can provide information about applicable laws. • <u>Each Rainbow jurisdiction</u> is responsible for obtaining and disseminating information about the requirements that pertain to their assemblies. • IMMINENT SAFETY – CALL 911: In cases of any immediate danger, leaders should not hesitate to call 911 or contact the police or sheriff. 	Every state has Good Samaritan Laws that protect individuals who report in good faith.	<i>See full YP Policy, pages 13-14 for steps in reporting process.</i> <i>Copies of appropriate ordinances should be attached to Youth Protection Policies for each assembly.</i> <i>The Child Welfare Information Gateway (www.childwelfare.gov) and other resources provide information about local laws.</i>

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10. Special Circumstances	<ul style="list-style-type: none"> Aggressive Behaviors of Relatives and other Non-affiliated Guests Rainbow Girls at Events Where Alcohol is Served 	In keeping with Rainbow’s “no tolerance policy” for maltreatment, special situations will sometimes emerge that require additional safeguards and will be added to the YP Program. The policy addresses how these are to be handled to protect the safety of our members. Girls, their parents, and other adult volunteers should become familiar with these special circumstances in order to recognize if and when something inappropriate may occur and know how to handle it.	<p><i>Please see the full YP Policy, pages 10-11 for additional information on these situations.</i></p> <p><i>Policy addenda will be emailed to members of the Supreme Family and posted on the Rainbow website. It is recommended to check the website documents section periodically for updates.</i></p>
11. Other Considerations	<ul style="list-style-type: none"> If an incident of child sexual abuse or physical abuse has occurred, Child Protective Services or Law Enforcement authorities must investigate. <u>DO NOT INTERFERE with a legal investigation process.</u> In this instance, it is not the role of anyone in Rainbow to examine or inspect evidence. All media or public inquiries must be referred to the Supreme Inspector/Deputy of the jurisdiction. Abuse hotlines and other emergency numbers are located in the front of telephone books. When in doubt, call 911. <u>Any time abuse is suspected or reported, assembly leaders are expected to report to the authorities.</u> 	<p><i>? When might the media make contact with us?</i></p> <p><i>? What crisis resources are you aware of?</i></p>	<p><i>Explore how we may, with the best of intentions, interfere with an investigation.</i></p> <p><i>Discuss local emergency numbers and resources with participants.</i></p>
12. Resources	<p>For crisis or referral information, 24 hours a day, 7 days a week, contact Childhelp: 1-800-4-A-CHILD or 1-800-422-4453</p> <p><i>For additional policy or training information, contact Karen Askew at Supreme Assembly 918-423-1328.</i></p>		<p><i>Add local resources here for information, referral, counseling, education, prevention, or intervention.</i></p>