TALKING POINTS FOR MODULE I: ***Where We Stand and Why: Rainbow's Emphasis on Youth Wellbeing***

Slide	Slide Content	Points/Questions	Guidance for Trainers
1 - Title	Youth Protection Training Module I: *Where We Stand, and Why*	? ***Why would a youth organization need a protection program? Aren't we already in the business of helping youth?***	*Use the highlighted discussion questions throughout the training to encourage discussion among participants.*
2 – Training Objective	Training Objective: To create an understanding of Rainbow's position on child maltreatment, and how the IORG Youth Protection Policy and practices support our youths' wellbeing.	? ***Why do you think it's important for youth as well as adult leaders to understand Rainbow's Youth Protection Policy?***	*Help participants explore reasons for the training. The purpose of this is to increase thinking about these issues rather than arrive at a specific "right" answer.*
3 – Position Statement	IORG is committed to ensuring the safety of our members by establishing this over-arching policy stating that child maltreatment in all its forms in unacceptable and will not, under any circumstances, be condoned within our organization.	This statement was accepted April 10, 2014 by the Supreme Executive Board	*Rainbow Girls, their parents and their leaders may appreciate the commitment that the SEB is making to youth well-being.*
4 – Rationale for policy	➢ Strong policies protect girls ➢ Strong policies protect volunteers ➢ Strong policies deter perpetrators ➢ Strong policies protect Rainbow	▪ The well-being of Rainbow Girls is always paramount. ▪ Strong policies protect youth from maltreatment, protect volunteers from allegations of abuse, and protect the organization from being considered negligent in protecting our members. ▪ Strong policies discourage perpetrators, who tend to seek out easy and available targets. ▪ Youth organizations may be held liable for maltreatment that occurs during youth involvement. ? ***Why would someone intending to harm a child come to an organization serving youth?***	*Explore the various facets of this rationale to help deepen understanding.*

6 – An aggressive YP Program	• Provides safe conditions for girls and volunteers • Enhances goal accomplishment • Promotes overall wellbeing • Impedes harmful behaviors	Rainbow's policy was developed to be an evolving document, responsive to the changing environment in which we live. As a result of our policy, Rainbow was already addressing issues raised by our insurance agency when we obtained our new insurance policy.	*Help participants explore how an aggressive policy can help strengthen the goals of the organization.*
5 – IORG Program	➢ No-tolerance maltreatment policy ➢ Comprehensive training program ➢ Stringent screening for leaders ➢ Strong reporting protocols ➢ Vigorous disciplinary procedures for violators	<u>SEB's Commitment – the wellbeing of Rainbow Girls shall not be compromised in the interest of expediency or convenience.</u> All the pieces of this program work together to provide a safety net for our girls and our organization.	*Use examples to show how each element of this program is important, e.g. how would not having vigorous disciplinary procedures affect morale and safety of the girls; or, what if some maltreatment was tolerated and some was not.*
7 – Overview of Code of Conduct	○ Briefly summarizes the overall policy ○ Details acceptable and nonacceptable actions and situations ○ Provides easy reference for leaders, volunteers, parents and girls ○ Makes sure everyone is on the same page about safety and wellbeing ○ Communicate expectations conveniently to sponsoring bodies and others with whom we share space or events	<u>Every leader and volunteer must sign an acknowledgement and agreement to abide by this Code of Conduct.</u> In agreeing to abide by the Code of Conduct, leaders agree to do their best to prevent maltreatment of youth during all Rainbow events, to anticipate risk and use best judgment in making decisions, to not abuse or neglect any child or youth, to comply with all YP policies regarding conduct with youth, and to report known or suspected abuse or maltreatment in accordance with the policy. In doing so, they also acknowledge that IORG will not tolerate abuse of its members and that any behavior or action in violation of those policies will be grounds for their removal and loss of awards and designations. ? ***Why is it important for all of Rainbow to operate under the same guidelines?***	*The Code of Conduct will probably be the "go-to" reference for leaders, parents, and others involved in assembly activities. While all leaders are expected to be familiar with the entire policy, it is important that girls and others have at least a familiarity with this document. Trainers may choose to hand out copies of the document during this section of the discussion.*

8 – Code of Conduct	▪ Appropriate Conduct: 1 ▪ Procedural Safety: 2-7 ▪ Impropriety: 9-14 ▪ Interactions: 15-18 ▪ Privacy: 19-21 ▪ Safety: 22-26	<u>REVIEW</u> #1 says we'll all conduct ourselves in such a way as to demonstrate the lessons of Rainbow and treat each other at all times with appropriate respect and consideration. #2-7 address the framework for safety, such parental notification and caregiver information, chaperone/member ratios, safety rules and authorized activities. #9-14 specifies proper and improper activities such as drug and alcohol use, weapons, pornography, improper attire, etc. #15-18 address appropriate interactions #19-21 relate to privacy of accommodations #22-26 speak to safety concerns	*Review at least the groups of guidelines in order to help participants have a general understanding. This is an excellent place to detail the guidelines so that both girls and adults understand the rules.*
9 - FAQs	○ Chaperone-Member ratios reflect what is best practice in youth protection, and is consistent with other Masonic youth organizations. ○ Separate accommodations should provide adequate privacy while also protecting the safety of all concerned. ○ Strong policies discourage perpetrators from becoming involved, while giving volunteers and leaders a consistent framework. ○ New situations may arise, in which best judgment is always expected.	? ***Why do you think it's important to talk about the issues of youth protection?*** Rainbow's program, policy and guidelines represent what is considered to be best practice for youth-serving organizations and are consistent with other Masonic youth protection policies. In cases where it is unreasonable or impossible to comply with policy guidelines, informed consent waivers must be signed by parents/guardians of every girl involved in the activity and those documents must be kept on file with the assembly or jurisdictional leadership.	*It would be best to discuss anticipated questions with assembly and jurisdictional leadership, and arrive at appropriate responses to these and other possible questions prior to the training.*

10 – Future Trainings	• Module II: Maltreatment and Prevention • Module III: Relationship and Situational Safety • Module IV: Taking Action: Responding and Reporting *Additional Modules are being made available for and required for chaperones and leaders*	Current plans are to issue a new module each month through the end of 2015, followed by the leader/chaperone modules. Training modules are available on the Rainbow website dashboard for convenient downloading.	*Modules may be in a passcode-protected area of the dashboard.*
11 - Questions and Reports	Karen Askew IORG Supreme Assembly 315 East Carl Albert Parkway 918-423-1328 www.gorainbow.org karenaskew@gorainbow.org saoffice@gorainbow.org		