

8 ESSENTIAL ELEMENTS

of Effective Youth Protection
in Higher Education



The Higher Education Protection Network

April 10, 2018

PRESENTERS



Ann Franke, MA, JD

*President
Wise Results LLC*

Chair of the Board
The Higher Education
Protection Network



Dawn Riddle, MS

*Director
Protection of Minors
Vanderbilt University*

Board Member
The Higher Education
Protection Network



Sandy Weaver, MS

*Director
Youth Program Compliance
Penn State University*

Vice Chair of the Board
The Higher Education
Protection Network

PROGRAM DESCRIPTION

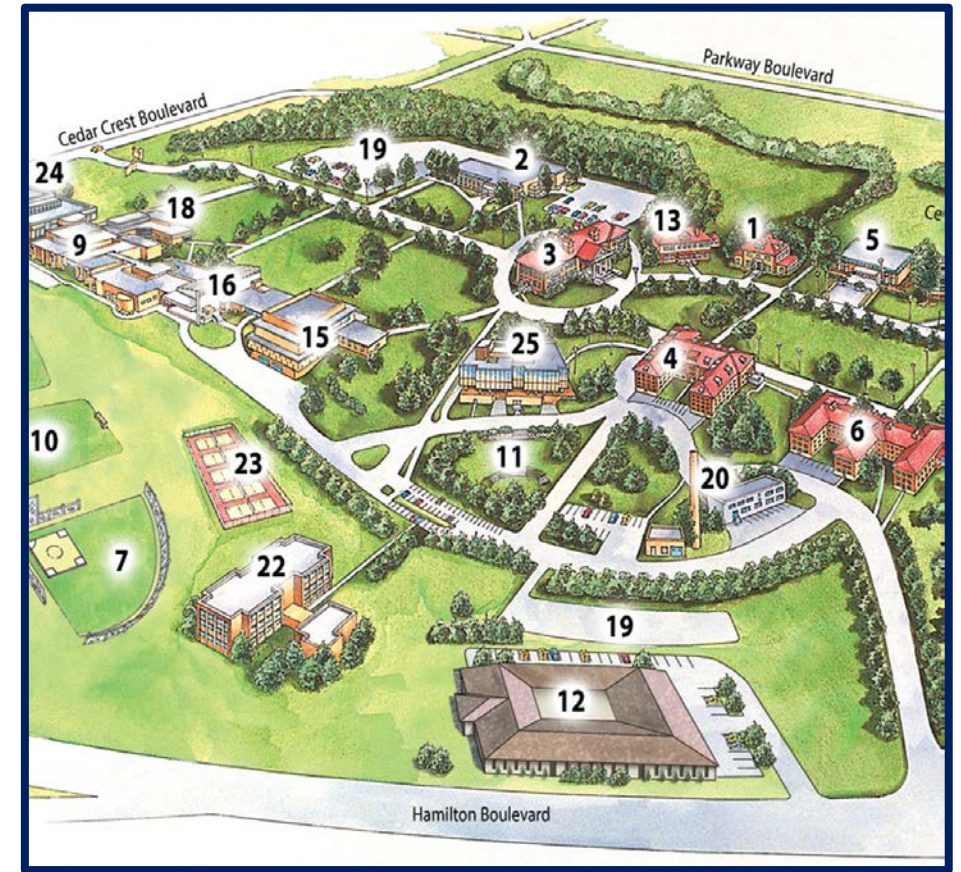
Universities and colleges interact with tens of thousands of youth annually. Institutions host camps, community projects, youth clubs, visits by prospective students, and lots more.

This webinar will cover eight steps for developing and managing youth protection in higher education.

Some institutions appoint a youth protection coordinator. This is becoming increasingly common. Other institutions use a collaborative approach, delegating youth protection to a small group of existing staff. Under any model, the overall goal is to promote youth safety.

Steps include establishing policies and procedures, vetting individuals who work with minors, and increasing awareness about safe environments and risks.

We hope those new to the topic will gain pointers about getting started. And we hope those who are not-so-new will find tips for refreshing their approaches. Onward!

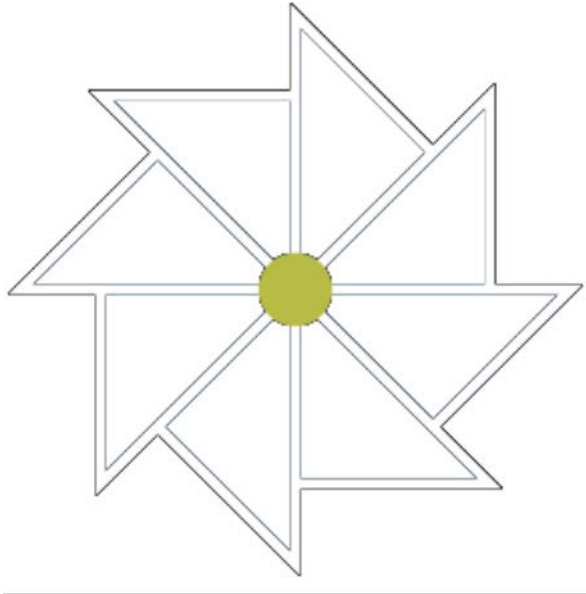


LEARNING OBJECTIVES

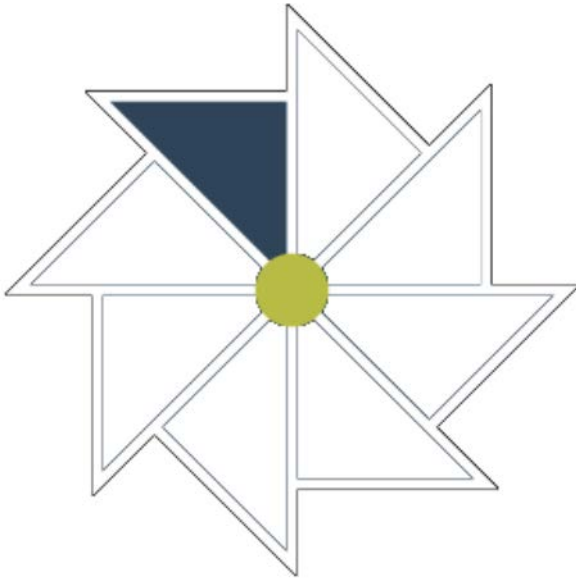
By participating in this presentation, you will be able to:

- Understand 8 essential elements of effective youth protection in higher education.
- Recognize your institution's strengths and potential areas for improvement in protecting youth.
- Develop strategies for institutional change.

INTRODUCTION



1. Universal Culture of Safety



Leadership

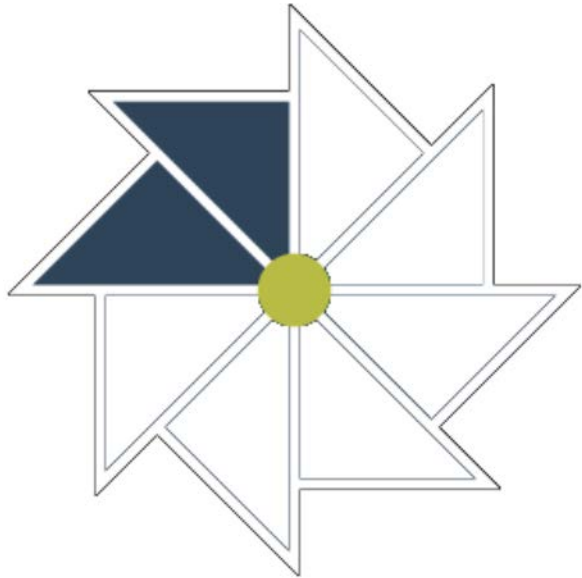
- Tone at the top
- Mood in the middle

Ownership

- Partnerships

Awareness

2. Assignment of Oversight

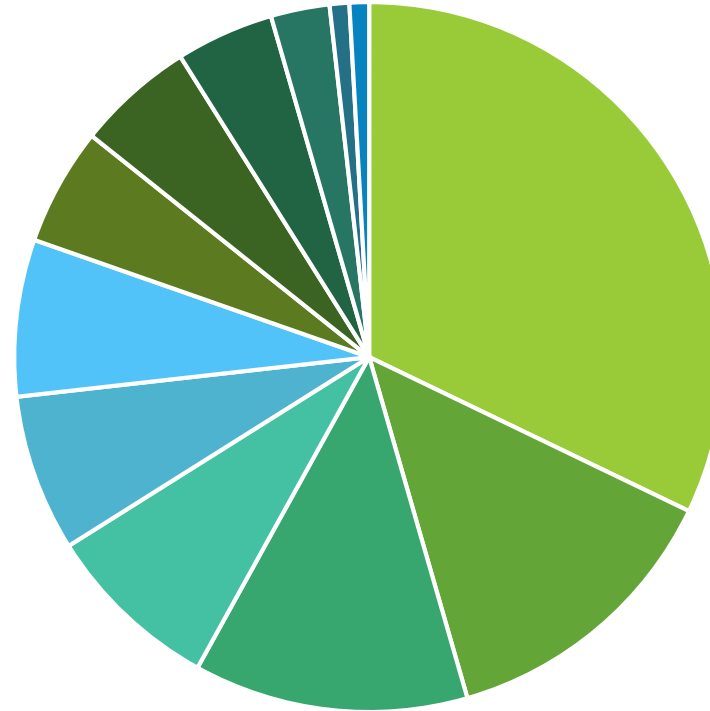


- Who is responsible for knowing all things youth programming on campus
- Single person
- Split time Clergy/Youth Protection/Other?
- Scope of Authority
- Oversight Committee(s)

MEMBERSHIP PROFILE

COLLEGE AND UNIVERSITIES

41% reside in
Ethics & Compliance,
Risk Management,
and/or General Counsel



Representation from 39
States and the District
of Columbia

- MISC
- Ethics & Compliance
- Risk Management
- Human Resources
- Ethics & Compliance/Risk Management
- General Counsel
- Collegiate Athletics
- Continuing Education
- Conference Services
- Public Safety
- Continuing Education
- General Counsel/Risk Management

3a. Legal Mandates: Federal, State and Local

Federal Examples



Discrimination, such as

- Title IX
- Disability accommodation

FERPA

Crime reporting under Clery Act

3b. Legal Mandates: Federal, State and Local

State and Local Examples



Background checks

Camp licensing and regulations

Mandatory reporting of abuse and neglect

- Everyone must report *or*
- Designated roles must report

4. Addressing the Culture of Autonomy



We already know how to interact with kids

- BUT family models don't apply

Background checks are intrusive, insulting

- BUT we need to do them

Training is a bore

- BUT we're doing our best!

5. Establish Policies, Standards, and Practices



- Universal application, definitions, and program scope
- Reporting requirements
- Legal forms, e.g., participation agreements , liability waivers
- Program registration
- Personnel compliance requirements; escalation for non-compliance
- Additional policies or standards

6. Training for Prevention and Response



- **Content and Goals:** Include relevance to your institution, law, policy, reporting, awareness
- **Audience and Delivery:** Consider layered training by position/role and best method
- **Frequency:** How often should training be delivered, training cadence
- **Beyond 101:** Train on emergency response, youth mental/emotional health, adult/minor healthy boundaries, LBGT youth, youth with special needs

7. Tracking Program Activity and Personnel Compliance



Design a Registration and Approval Process

- Centralized management
- Operational fluidity
- Incorporating feeds from other compliance monitoring systems
- Reporting, data refresh, archiving, housing and security

Use

- How is information collected? Who has access to the information?
- Single input or flexible for multiple levels of users

8. Continuous Improvement: Monitoring



WHO

- Within operational structure
- Within operational management
- Outside operational line
- Outside organization

HOW

- Self- assessment
- Electronic records
- On-site visits

WHEN

- Before
- During
- After
- Continuous

WHAT

- Based on risk
- Based on cost
- Based on time

WHERE

- On-site
- Remotely

8. Continuous Improvement: Integration



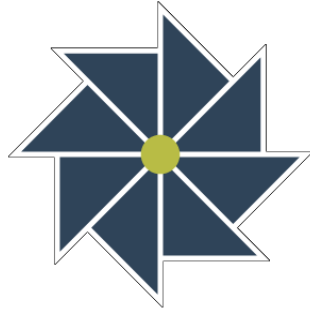
- Immediately
- Over Time

8

ESSENTIAL ELEMENTS



- 1. Universal Culture of Safety**
- 2. Assignment of Oversight**
- 3. Legal Mandates: Federal, State, and Local**
- 4. Addressing the Culture of Autonomy**
- 5. Establish Policies, Standards, and Practices**
- 6. Training for Prevention and Response**
- 7. Tracking Program Activity and Personnel Compliance**
- 8. Continuous Improvement**



Our association links together those who seek to advance the interactions of higher education institutions with children and youth.

We serve as a coordinated voice promoting good practices for protecting vulnerable populations and providing programming and resources appropriate to their needs.

QUESTIONS?

**Use the chat box to submit
your questions and comments.**



Selected Resources: Sample Youth Protection Web Pages from Colleges and Universities

[Clemson University](#)

[Georgetown University](#)

[Iowa State University](#)

[Ohio State University](#)

[Penn State University](#)

[University of Chicago](#)

[University of Connecticut](#)

[University of Utah](#)

[University of Washington](#)

[Vanderbilt University](#)

Selected Resources and Organizations

Searchable Resources for State Information:

- [American Camp Association – state law collection](#)
- [Child Welfare Information Gateway – federal resource website](#)
- [National Sex Offender Public Website – searchable registry](#)

Federal Resources and Reports

- [National Incidence Study of Child Abuse and Neglect – federal data](#)
- [Preventing Child Sexual Abuse Within Youth-Serving Organizations – federal report](#)
- [Centers for Disease Control and Prevention](#)

Youth Serving Non-Profit National Organizations

- [American Camp Association](#)
- [Boys and Girls Clubs of America](#)
- [Boys Scouts of America](#)
- [Girls Scouts of the United States of America](#)
- [YMCA](#)

Higher Education Organizations

- [Higher Education Compliance Alliance](#)
- [University Risk Management and Insurance Association \(URMIA\)](#)
- [National Association of College and University Attorneys \(NACUA\)](#)

Please note these resources are provided as examples only.
The Higher Education Protection Network is not endorsing any content they may contain.

THANK YOU FOR PARTICIPATING!



Kindly complete the very brief survey at the link in the chat box.

We will email a copy of the presentation to all registrants within the next week.