

1 MODULE

Summary

FACING AND ADDRESSING CHILD SEXUAL ABUSE

Subject	An Introduction to Child Sexual Abuse
Target Audience	Board, Executive, Administrators, Coaches, Managers, Leaders, Parents, Older Players or Participants, Sponsors
Aim	To provide basic information about sexual abuse To encourage organizations to begin taking action to prevent and adequately respond to the issue
Desired Outcome of Training	Participants will have a rudimentary knowledge about sexual abuse. Participants will have been introduced to the organizational breakdown of Atmosphere, Operations, Structure, and Communication. Participants will have had a chance to assess their organization's current situation and to begin discussion as to what it needs to do to prevent sexual abuse and to respond to it adequately.
Time	One and one-half hours to two hours
Opportunity/Setting	At a regular board meeting. At a specially called meeting.
Group Size	Six to 25
Method	<ul style="list-style-type: none">• Facilitator's Welcome, Introductions• Quiz: Myths and Facts about sexual abuse• Lecture on basic facts about sexual abuse• Basic statement about legal obligations of organization• Introduction to the Journey and Road Map• Presentation of AOSC framework• Group Work: Assessing state of organization in terms of framework – sharing ideas about what needs to be done, who should be involved, priority areas• Conclusion: Board statement about intended next steps, including further training sessions, planning and executing prevention and response measures
Training Aids	Flipchart or blackboard. Prepared Overheads/Handouts.
Facilitator Preparation	Familiarity with <i>Making It SafeR</i> , Sections I, II, III, and IV (at a minimum)
Legend of acronyms used	PS: participants HO: handout MIS: Making It SafeR (reference to resources) AOSC: Atmosphere, Operations, Structure, Communications
Handouts	Provide the facilitator with supplementary speaking notes.

1 MODULE Lesson Outline: Speaking Notes

FACING AND ADDRESSING CHILD SEXUAL ABUSE

Note: Instructions to facilitators are *italicized*.

Facilitator Welcomes Everyone

Introductions are made if people do not all know one another

TIME	SPEAKING NOTES	CUES
5 MINS	<p>INTRODUCTION</p> <p>Until recently, the sexual abuse of children in sport and recreation settings was something we didn't know existed, or we thought existed only elsewhere, in other kinds of organizations. It was definitely something we didn't openly discuss.</p> <p>Since 1997, however, high-profile reports of child sexual abuse in sport have changed the situation. To suggest that sport settings are immune to what is a societal problem is to bury one's head in the sand.</p> <p>As an organization offering programs and activities to children, we have to learn about the issues and work to make our organization SafeR. We need to do this for three major reasons:</p> <ol style="list-style-type: none">1. Because it's the right thing to do, morally, ethically, and legally2. Because we have an obligation to all who participate in our programs – especially children – to take reasonable measures to protect them from harm3. Because failing to act or acting improperly increases our personal and organizational exposure to liability. <p>The aim of this session is to learn basic facts (and, in some cases, expert opinion) about sexual abuse, and to START the discussion about what our organization can and should do to prevent and respond to child sexual abuse.</p>	
10 MINS	<p>DEVELOPMENT</p> <p>Definition:</p> <p><i>Ask:</i> What is child sexual abuse?</p> <p><i>Facilitator's Summary:</i> Two primary truths about child sexual abuse:</p> <ol style="list-style-type: none">1. It may happen to a child of any age (Generally speaking, the term "child" refers to girls and boys from infancy to the age of 18. Certain exceptions apply, as in Part III of the <i>Child and Family Services Act</i>,	<p><i>Write question on flip chart; note PS' answers.</i></p> <p><i>Use HO 1.1; highlight key elements of definitions.</i></p>



TIME	SPEAKING NOTES	CUES
	<p>which deals with child protection. Part III of the Act applies to children under the age of 16, unless they are already under the care of a children's aid society).</p> <p>2. The abuser or offender is most often someone well-known to, even related to the victim, often in a position of trust or authority over the victim.</p>	
15 MINS	<p>Myths and Facts About Child Sexual Abuse</p> <p>A great many myths surround the issue of child sexual abuse. Here's a quiz that highlights the most common of them.</p> <p><i>Use HO 1.2; Give PS 5 mins to answer individually, go through realities (HO 1.3)</i></p>	<i>HO 1.2 and 1.3</i>
10 MINS	<p>Statistics</p> <p>There have been a number of significant studies of child sexual abuse over the last 15 years. OH 1.4 points out the major common findings. The most common signs of sexual abuse in children have also been gathered and are included in HO 1.5.</p> <p><i>Use HO 1.4; ask for comments; hand out HO 1.5</i></p>	<i>HO 1.4 and 1.5</i>
15 MINS	<p>Why Sport Organizations are Vulnerable</p> <p>As unpleasant as it may be to believe, sport and recreation organizations may be targeted by sexual predators for a variety of reasons.</p> <p><i>Ask PS why they think this is true.</i></p>	<i>HO 1.6</i>
10 MIN	<p>Basic Statement about Legal Obligations of Sport and Recreation Organizations</p> <p>The legal issues surrounding child sexual abuse are very complex, and will be dealt with in some depth in Module 2. For the purposes of this session, the basic fact is this: All sport organizations have a basic legal obligation to actively protect people, especially children, who participate in their programs or activities, from coming to harm in those programs or activities. This is true whether these organizations are incorporated or not, whether they are small or large, whether they have paid staff or not.</p> <p><i>It may be useful to write the bolded sentence on a flip chart or blackboard to emphasize the point.</i></p> <p><i>Facilitator and organization leaders should be prepared for barrage of questions about legal issues. It may be useful to have a "Parking Lot" flip chart sheet ready, to record questions for use in Module 2.</i></p>	



20 MINS

PREPARING THE ORGANIZATION TO ADDRESS CHILD SEXUAL ABUSE

The "Journey" Image and the Road Map

Introduce the idea of the organization starting on a journey from where it is now to where it will be SafeR.

HO 1.7

Basic Issues:

- Everyone in organization needs to be educated about this issue
- Organization members need to be open and prepared to discuss this very difficult issue.
- Everyone who is affected by this issue should be invited to participate in discussions about prevention mechanisms (with the exception perhaps of young children); Board or executive must then make decisions.
- Goal is to make the organization SafeR.
- Organization is committing itself to going on a journey – from where it is now to a SafeR place; essentially, how it will do that is through risk management – identifying where things could go wrong throughout the organization, in its atmosphere, operations, structure, and communication – and minimizing or eliminating those things as far as is reasonable and prudent.

It is recommended that sport organizations develop formal measures that will create the atmosphere, operations, structure and communication that will foster safety and protection for all, and will minimize the risk of harm coming to any child in their programs.

These protective measures include articulating statements of principle, policies, specific procedures, practices, and guidelines to deal with the prevention of, and response to, sexual abuse.

Atmosphere, Operations, Structure, and Communication

Organizations can be analysed in various ways. One way of looking at them that can be helpful to organizations trying to deal with child sexual abuse is to imagine that the organization is like an onion, or the earth, with a number of layers, one inside the other.

The outer layer of the organization is its COMMUNICATION – what the organization and its members say to each other and to those outside the organization about what goes on, how things are done, etc. The risk management question is whether or not this communication supports and furthers the goal of increasing awareness of child sexual abuse, and enhancing the safety of all in the organization.

Inside is the layer of STRUCTURE – how the organization is set up, what formal structures it has in place – e.g., board, executive, committees, education and training, articulated values, mission, principles, policies, procedures, practices, and guidelines. Are these structures conducive to abuse prevention? What formal measures do we need to undertake in order to further the goals of awareness and protection?

Still deeper inside is the layer of an organization's OPERATIONS – this means what the organization actually does (its ACTIVITIES or PROGRAMS), who takes part in them (PLAYERS OR PARTICIPANTS), and who offers the programs on behalf of the organization (STAFF – paid, unpaid, administrators, coaches, leaders, managers, parent reps, officials, etc.) Managing risk here involves asking: What can go wrong? How can people be harmed by the activities we run? How are our players vulnerable? How do we appropriately screen the people who work with us? How can the risks be minimized or eliminated?

The deepest layer of the organization is its ATMOSPHERE – this refers to what the organization is really like. Is it friendly? Is it cliquish? Are issues like sexual abuse talked about? Are they never talked about? This is sometimes the hardest part of the organization to change, because it is the least tangible. But it is the most important. All the formal protection measures in the world may be meaningless if people, especially children, don't feel that they can talk to someone in the organization about being abused, or think that no one will believe them.

Brainstorm and Record Ideas

Generate discussion about prevention mechanisms that PS believe might be useful. Capture ideas on flip charts so they will not be lost. If there's time, break into small groups to brainstorm, then regroup and record answers. If no time, do as a single group.



TIME	SPEAKING NOTES	CUES
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Be familiar with Section IV of Making It SafeR, in order to use Atmosphere, Operations, Structure, and Communication as starting points and framework for comments, and for ideas to generate discussion.

10 MINS

SUMMARY AND CLOSING

Review briefly the topics covered in this Module:

- Myths and Facts
- Statistics and Warning Signs
- Basic legal obligation of organizations
- Going on a Journey/ Road Map image
- Atmosphere, Operations, Structure, and Communication
- Brainstormed ideas about prevention measures

The Facilitator or, better yet, a representative of the Board, should make a commitment that the Board will consider all ideas in its deliberations about prevention measures.

Thank participants and invite them to attend Module 2 on legal issues.

Note:

Those responsible for the organization's prevention measures could benefit by participating in this Module (as well as 2, 3, and 4) before plans are actually made.