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Discussion Topics

- Who is Praesidium?
- Praesidium Safety Equation
- Understanding Bullying
- Educate Youth and Parents
- How to Respond
- Resources

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About Praesidium



"To help you protect those in your care from abuse and to help preserve trust in your organization."

Two decades of experience

More than 4,000 clients across diverse industries

Completed thousands of root cause analyses

Developed proprietary abuse risk management model

Offer complete range of risk management solutions



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Policies	+	Screening & Selection	+	Training
Monitoring & Supervision	+	Internal Feedback Systems	+	Consumer Participation
Responding	+	Administrative Practices	=	A SAFE ENVIRONMENT

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We believe abuse is
PREVENTABLE

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Types of Peer-to-Peer Abuse



• Left unattended, bullying and hazing often progress from less severe behaviors to sexual behaviors



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Normal Peer Conflict

- ☑ Infrequent
- ☑ Participants feel remorseful after the incident
- ☑ Participants are willing to help solve the problem together
- ☑ Equal reaction among participants
- ☑ Participants have equal power



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What is Bullying?



The use of implied or explicit aggression with the intent to harm, demean, or degrade another person
Usually involves a perceived imbalance of power between the bullying child and the child being bullied

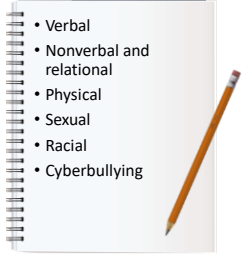
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Bullying Behavior

- Intentional
- Repeated
- Negative
- It can be conducted by one or more youth
- It is directed against a youth who has difficulty defending themselves

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Types of Bullying



- Verbal
- Nonverbal and relational
- Physical
- Sexual
- Racial
- Cyberbullying

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Characteristics of Youth

Characteristics of a Bully

- Impulsive
- Dominant
- Easily frustrate
- Displays aggression
- Exhibits behavior issues in program
- Lacks empathy
- Does not follow rules

Characteristics of a Youth at Risk of Bullying

- Poor communication skills
- Emotional sensitivity
- Submissive
- Passive
- Poor self-esteem
- Insecure



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Group Dynamics

- Bully
- Followers
- Supporters
- Bystanders
- Possible Defenders
- Defenders



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Characteristics of an Organization

- Adult supervision
- High-risk activities
- High-risk locations
- Lack of response by adults



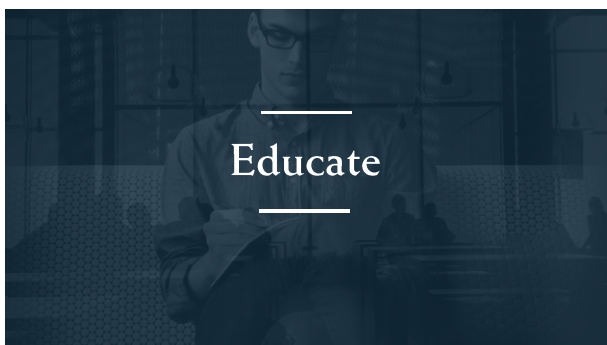
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Warning Signs of Cyberbullying

- ✔ Youth avoid using the Internet
- ✔ Youth seem stressed when getting an email, message, or text
- ✔ Withdraw from family and friends
- ✔ Resist attending school and social events
- ✔ Show signs of low self-esteem like depression or fear
- ✔ Stop eating or sleeping
- ✔ In serious cases, consider suicide



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Educate Youth

- ✔ Never respond to harassing or rude comments
- ✔ Save or print the evidence
- ✔ Talk to someone if you are harassed; get help reporting this to organizational leadership or local law enforcement
- ✔ Respect others online
- ✔ Only share your password with your parent or guardian
- ✔ Change your passwords often
- ✔ Password protect your cell phone
- ✔ Use privacy settings to block unwanted messages.
- ✔ Think before posting or sending photos – they could be used to hurt you
- ✔ Contact the site administrator if someone creates a social networking page in your name



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Educate Youth to Report

- ✔ Personal information, photos, or videos
- ✔ Inappropriate or obscene material
- ✔ Misleading URLs
- ✔ When someone asks you to meet in person



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Staff and Volunteer Guidelines for Intervention

- ✔ Include bystanders in the conversation
- ✔ Discipline the bullying youth
- ✔ Put youth involved on notice
- ✔ Document the incident
- ✔ Notify your supervisors
- ✔ Alert colleagues
- ✔ Notify parents
- ✔ Seek additional support



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Staff and Volunteer Guidelines for Intervention (continued)

- Communicate a zero-tolerance message loudly and often
- Supervise and enforce
- Minimize cell phone usage during programming
- Alert youth that staff and volunteers are observing apps and messages
- Talk and ask questions

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How to Respond to a Youth Who Discloses

1. Listen
2. Reassure
3. Protect*
4. Report

**Don't make promises but assure the child that his/her safety is a priority.*

Remember: It is never your responsibility to probe or investigate. Always report the allegation up to your supervisor.

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Leadership Matters



- Denies an abuse incident could happen
- Hopes past success will prevent future abuse
- Has few standardized procedures
- Responses tend to be punitive
- Treats incidents as staff failure

Ignorance



- Focus on reacting to abuse rather than preventing it
- Uses state regulations as standard of care
- Training is focused on identifying abuse and reporting
- Has "a policy"
- Minimizes red-flag behaviors

Prideful (with reason)



- Youth protection is a designated responsibility
- Y has Youth Protection Committee
- Training is scheduled frequently, relevant and impactful and offered "just in time"
- The Board is fully informed and engaged
- Abuse Prevention is included in the Y's strategic and ERM plan

Humble (without reason)

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Resources for Staff, Parents and Youth

- Sexting Laws by State: <https://cyberbullying.org/state-sexing-laws.pdf>
- Cyberbullying Resources for Teens: <https://cyberbullying.org/resources/teens>
- Resources for Online Safety and Digital Citizenship for Youth of All Ages:
 - <https://www.netsmartz.org/NetSmartzKids>
 - <https://www.common Sense.org/education/>
 - internetsafety101.org

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Praesidium Solutions

- Know Your Score! Online Self Assessment
- Model Policies and Policy Analysis
- Screening and Selection Solutions
- Armatus® Learn to Protect Training System
- Youth and Parent Education
- Adoption and Implementation Consultation Meetings
- Ongoing Consultation
- Ongoing Evaluation of Praesidium Service Delivery by Ys
- Monthly Abuse Prevention Webinars
- Praesidium Helpline
- Praesidium Community
- Certified Praesidium Guardian

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