



Managing the Risk of Minors



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| *Collaborators in Risk Management* |

April 2017 - Risk Mitigation Seminar



Aaron Lundberg, LMSW

President & CEO



Aaron Lundberg works with leadership of large-scale human service organizations across the United States to develop, implement, and monitor abuse prevention policies and training programs. He supervises Praesidium's team of Account Managers and has trained thousands of direct care workers, supervisors, administrators, and parents in preventing the sexual abuse of children and vulnerable adults. With a bachelor's degree in psychology from Texas Tech University and a master's degree in social work from the University of Texas at Arlington, Lundberg has conducted extensive research in the etiology, scope, and prevention of abuse in residential treatment centers.



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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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Abuse is NOT a Natural Disaster



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**Responding to abuse is not
synonymous with
preventing abuse**



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**We believe abuse is
PREVENTABLE**

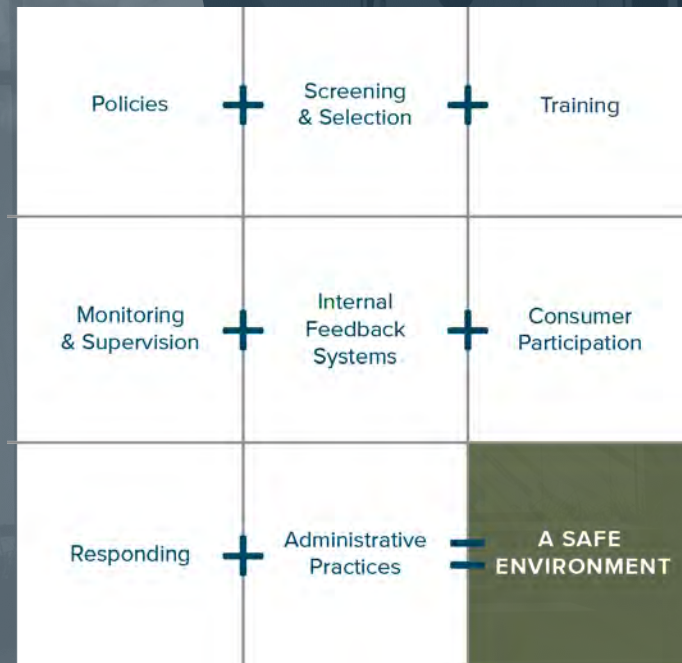


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Praesidium Safety Equation®



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Scope of the Problem



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Effects of Abuse On Victims

1 Psychological

2 Educational

3 Behavioral

4 Interpersonal

5 Sexual



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Effects of Abuse On Organizations

1

Threat to an organization's mission

2

Long-term damage to reputation

3

Large plaintiff awards

4

Loss of financial resources for services jeopardizes insurability

5

Decreased productivity and morale and increased turnover

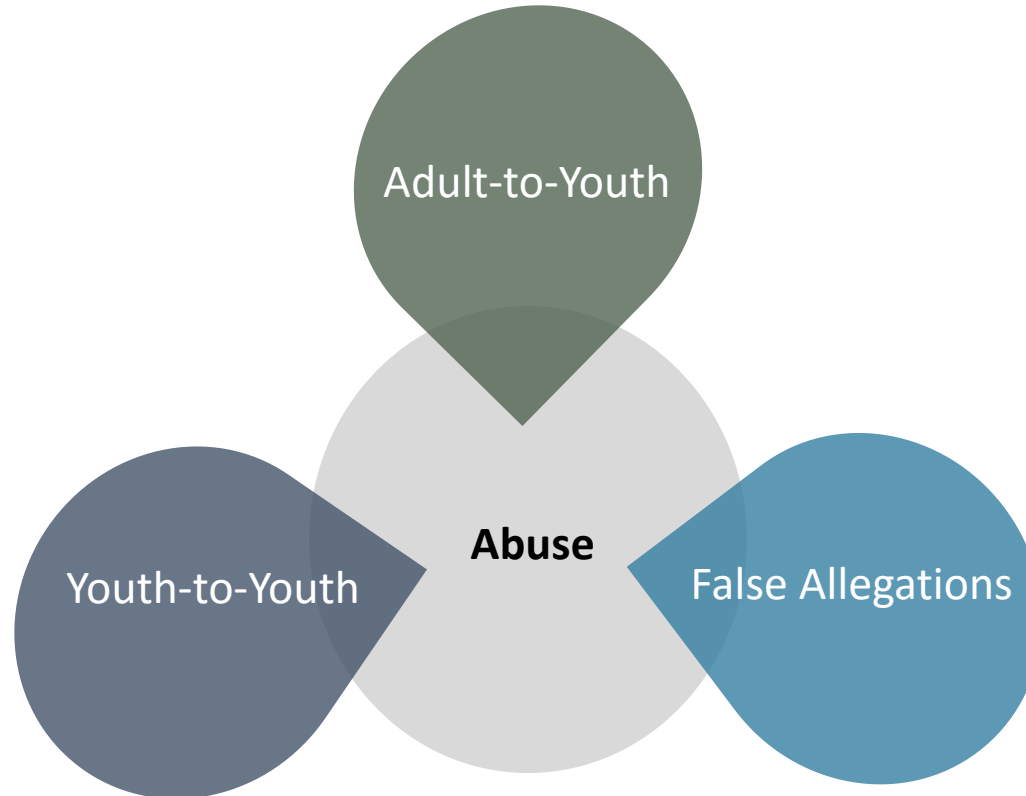


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Types of Abuse

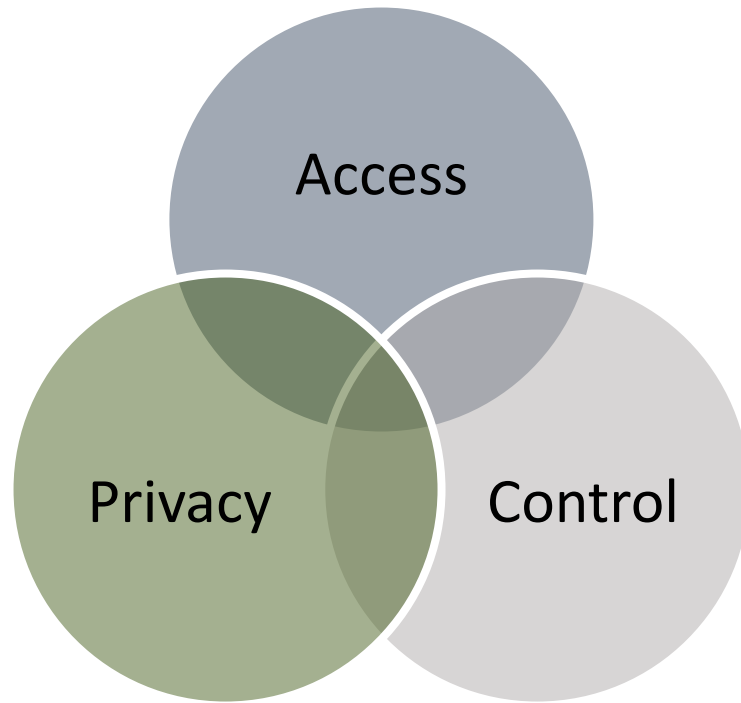


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How Adult Offenders Operate



✓ Access

✓ Privacy

✓ Control



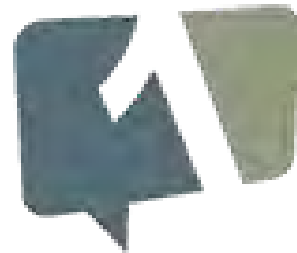
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How Youth-to-Youth Sexual Behaviors Occur

- ✔ Opportunity
- ✔ Location
- ✔ Activity
- ✔ Lack of Monitoring
- ✔ Poor Planning



Sexual Curiosity



Sexual Abuse



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Potential Exposures



Lots of people with access: employees, students, volunteers, contractors, visitors



Tutoring, mentoring, other community outreach



Concerts, performances, sporting evening on campus

Camps, clubs, conferences, and child care



Student teachers, field placements, clinical hours



Academic programs and internships



Enrolled minors



Facility rentals, hybrid-ownership programs



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Managing Risk: The Challenges

- ✔ Policies may exist at campus, department, and/or program levels
- ✔ Unclear ownership of risk and quality control
- ✔ Divisional / departmental autonomy in program launch and risk management
- ✔ Diversity and volume of potential exposures, with relative ease of access
- ✔ Conflicting implementation priorities and limited resources



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**Managing these risks takes a
sustainable, comprehensive
approach that integrates everyone.**



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Praesidium's Approach



Engage leadership and embrace the cause



Identify and assess current exposures



Implement and standardize policies



Screen for abuse risk



Deliver the right training at the right time



Implement systems for reporting and responding



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Engage leadership and embrace the cause.



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Engage Leadership and Embrace the Cause

- ✔ Public commitment from the Office of the President / Chancellor
- ✔ Leadership training
- ✔ Identify who owns the initiative
- ✔ Voice from the top
- ✔ Gather genuine support



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Identify a torchbearer and collaborate with an interdisciplinary team.



- ✔ Establish buy-in
- ✔ Guide the youth protection initiative
- ✔ Maintain collaboration
- ✔ Gather campus and departmental feedback



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Identify and assess current exposures.



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Identify and Assess Current Exposures

- ✔ Conduct a survey
- ✔ Purpose of survey
 - To identify where and how your campus serves minors
 - To guide abuse prevention efforts
- ✔ Overcome barriers to an effective survey



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Implement and standardize policies.



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Create Institutional Memory

- ✓ The safety of minors depends on **standardized** policies and procedures and an **institutional culture – not personnel**.
- ✓ Employees and volunteers **come and go**. You need the **same** level of policy adherence and understanding.



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Types of Policies

Campus-wide policies

- Zero Tolerance
- Screening
- Training
- Response

Program-specific policies

- Boundaries
- High-risk activities
- Response



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Screen for abuse.

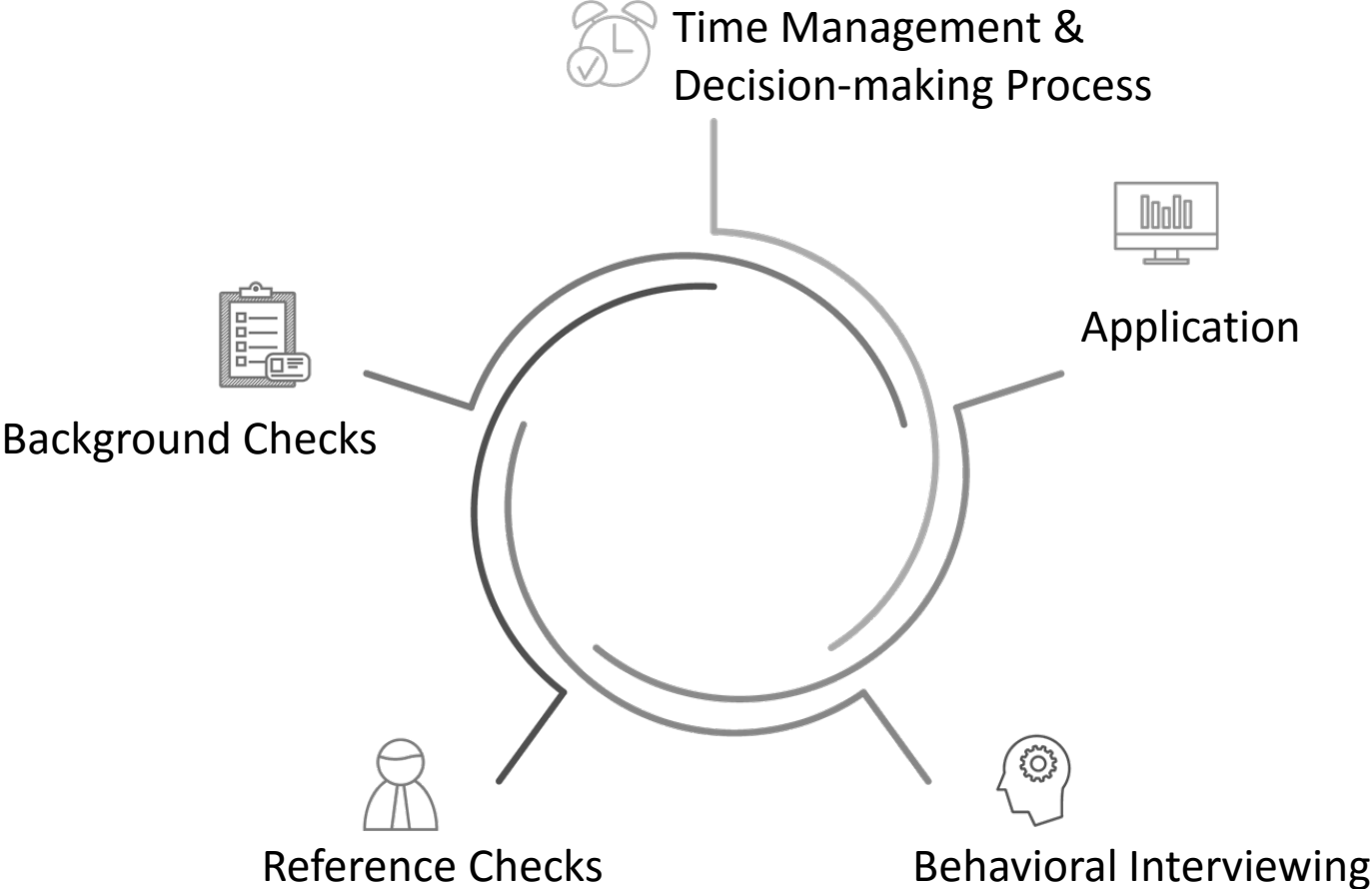


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Five Critical Screening Components



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**Deliver the right training
at the right time.**



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Do the Right Training at the Right Time

- ✓ The right content
- ✓ Easy to access and use
- ✓ Targets the right people the right way
- ✓ Easy to verify compliance



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Screen and Train Based on Access

- ✔ Establish a process for determining who has access to minors.
- ✔ Follow applicable regulations.

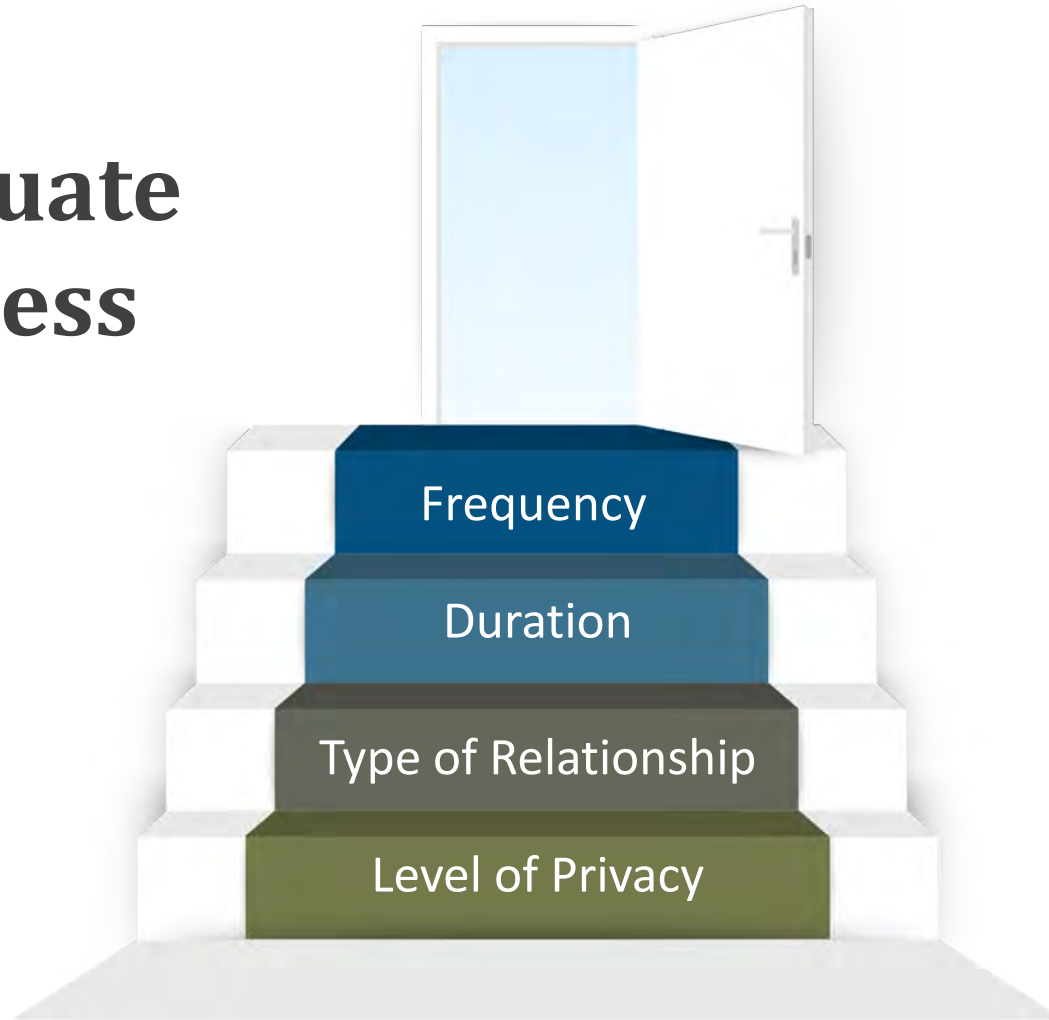


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Evaluate Access



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Implement systems for reporting and responding.



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Respond Immediately

- ✓ Implement a 3-prong procedure
- ✓ Respond to tremors not earthquakes
- ✓ Treat “near misses” as free lessons
- ✓ Don’t respond in isolation
- ✓ Use a continuum of responses

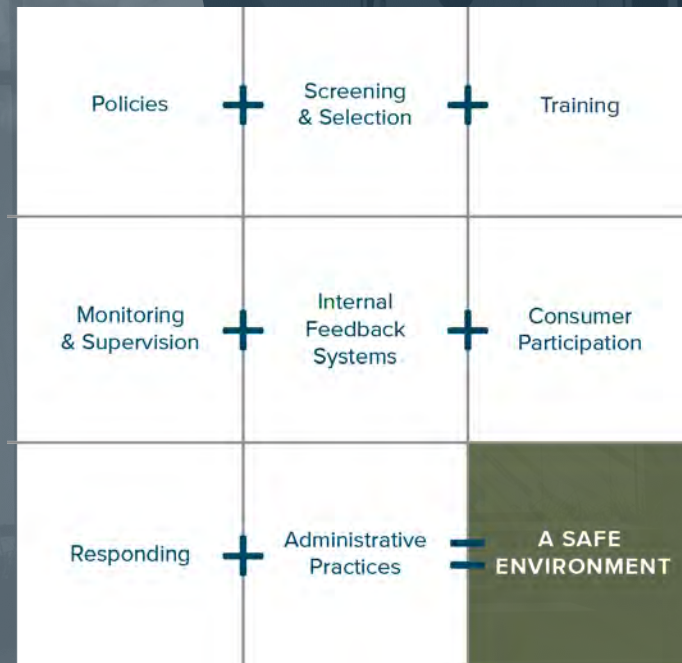


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Praesidium Solutions

Armatus® Learn to Protect Training System

Other Training Solutions

Management Systems Review

Know Your Score!™ Online Self Assessment

On-Site Risk Assessment and Accreditation

Minors on Campus Survey

Model Policies and Policy Analysis

Screening and Selection Solutions

Confidential Reporting Helpline

Consultation Services

Crisis Management and Victim Assistance



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Praesidium Guardian Certification

- ✓ 3 day workshop, with work and learn assignment
- ✓ Internal torchbearer with knowledge of best practices
- ✓ Access to Praesidium resources
- ✓ Membership in online peer community

October 17-19 education

November 7-9 all industries



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Aaron Lundberg, LMSW
President & CEO
ALundberg@PraesidiumInc.com

Candace Collins, JD
Director of Higher Education
Ccollins@PraesidiumInc.com

Praesidium
800.743.6354
www.PraesidiumInc.com

Thank you!



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