



Camp Bruce McCoy Training Guide 2022



Module 5

SEXUAL ABUSE AND MOLESTATION PREVENTION POLICY

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An Overview

- Sexual abuse includes but is not limited to: Rape, sexual molestation, sexual exploitation, sexual contact between a staff/volunteer and camper, or any attempts to commit such acts
- Staff and volunteers must **immediately** report actual or suspected sexual abuse to their supervisor and/or executive director
- All reports of suspicious or inappropriate behavior with campers or allegation of abuse will be taken seriously
 - Any form of confirmed abuse will result in immediate dismissal from BIAV



Guidelines for Interactions with Campers

Physical contact

Appropriate:

- Side hugs
- Group hugs
- Shoulder-to-shoulder hugs
- Pats on the shoulder or back
- Handshakes
- High-fives
- Touching hands/shoulders/arms
- Holding hands in escorting situations

Inappropriate:

- Kisses
- Showing affection in isolated areas
- Lap sitting
- Wrestling
- Piggyback rides
- Tickling
- Any type of massage given by or to a camper
- Any form of unwanted affection
- Compliments related to physique or body development
- Touching bottom/chest/genital areas

Guidelines for Interactions with Campers

Verbal Interactions

Appropriate:

- Positive reinforcement
- Appropriate jokes
- Encouragement
- Praise

Inappropriate:

- Name-calling
- Sharing secrets
- Discussing sexual encounters
- Off-color or sexual jokes
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten, or humiliate campers

Guidelines for Interactions with Campers

One-on-One Interactions

Appropriate:

- Providing physical bathroom or shower assistance when required
- Limiting physical contact to pats on the shoulder, high-fives, or handshakes
- Meeting in a public place where you are in full view of others
- Asking other staff and volunteers to randomly drop in

Inappropriate:

- Any physical affection that can be misinterpreted

If you are alone with a camper, document and immediately report any unusual incidents, including disclosures of abuse and/or mistreatment, behavioral problems and how they were handled, injuries, or any interactions that might be misinterpreted to the Camp Director!

Guidelines for Interactions with Campers

Off-site Contact

Appropriate offsite activities *during the camp program* include:

- Group outings
- Medical interventions that cannot be treated onsite by the medical manager

Outside of camp programming, **appropriate** offsite activities may include, but are not limited to:

- Group outings
- Attending functions at a camper's home with caregiver/guardian consent and presence

Inappropriate offsite contact, *during or outside of the camp program* include:

- Taking one camper on a non-medically related outing without the caregiver or guardian's written permission
- Visiting a camper in the camper's home without a caregiver/guardian present
- Entertaining a camper in the home of staff or volunteers
- A camper spending the night with staff or volunteers

Guidelines for Interactions with Campers

Electronic Communication

Appropriate:

- Interaction conducted like that of a face-to-face encounter- i.e., with a professional demeanor
- Abstaining from online communication or posting photos that would reflect poorly on a person or BIAV
- Ensuring all privacy settings in personal account(s) are set at a high level
 - Ex. Request that your name be “tagged” only with your permission

Inappropriate:

- Comments that could be seen as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating
- Sexually oriented conversations
- Posting pictures of campers on social media sites
- Initiating invitations to be online “friends” with campers on social networking sites
- Accepting “friend” requests from campers and their families or engaging in other online communication in which a non-professional relationship could develop

Staff and Volunteer Response to Suspicious or Inappropriate Behaviors

- Immediately interrupt the behavior
- Report the behavior to the Camp Program Director
 - If you are not comfortable making the report directly, make it anonymously
 - If the report is about the Camp Program Director, a report must be made to the Program Manager
- Document the report but do not conduct an investigation



Administrative Response



- Camp leadership will speak with the staff or volunteer who has been reported
 - If more information is needed, other staff will be interviewed and/or surveyed
- The incident will be reported to the BIAV Executive Director
- The report will be documented on a BIAV Critical Incident Form
- If at any point in gathering information about a report of suspicious or inappropriate behavior a concern arises about possible abuse, state authorities will be contacted & a report will be filed
- If appropriate, caregivers/guardians will be contacted
- If policy violations with campers are confirmed, the staff or volunteer must be subject to disciplinary action up to and including termination and prosecution

Staff & Volunteer Response to Suspected Abuse

- If you witness abuse, interrupt the behavior immediately and ensure the safety of the person potentially being harmed
- If abuse is disclosed to you, assure the individual disclosing that he or she was correct to tell you
- Protect the alleged victim from intimidation, retribution, or further abuse
- Immediately report any suspected or known abuse of campers directly to the Camp Program Director so that proper steps can be taken
 - It is NOT your job to investigate the incident, but it is your job to report the incident to your supervisor in a timely manner
- Check back to make sure appropriate steps were taken. If not, report again to the Camp Program Director or BIAV Executive Director
- Document the incident, disclosure, or any circumstances causing your suspicion of abuse using BIAV's Critical Incident Report form.
 - State only the facts

Camper-to-Camper Sexual Abuse & Sexualized Behaviors

- Can include inappropriate touching, exposing body parts, using sexualized language, making threats of sexual activity, engaging in sexual activity, or similar types of interactions

Staff & Volunteer Response

- If you observe sexual activity between campers, you should immediately separate them
- Calmly explain that such interactions are not permitted
- Notify the Camp Program Director
- Fill out the BIAV Critical Incident Form

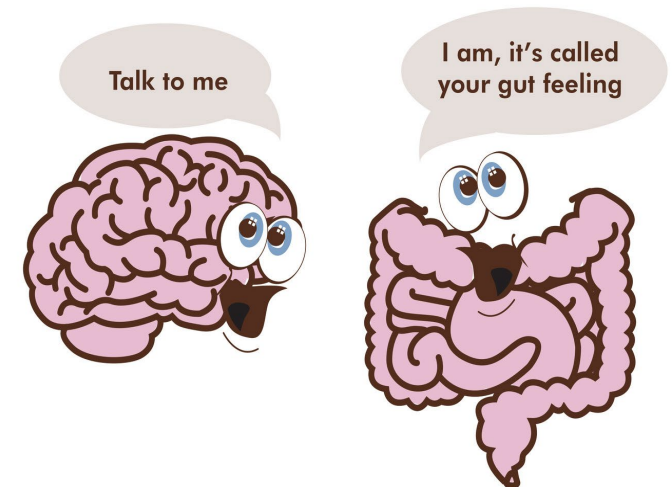
Other things to keep in mind

- Taking pictures at camp is allowed and often encouraged– but **no posting pictures of campers on social media**
- **Accepting friend requests from campers on social networking sites is prohibited*** - this is new from previous years
 - ***Mighty Networks** is the acceptable social networking platform identified by Camp Leadership (per the insurer)
 - Private online community for campers and staff with content and communications moderated by Camp Leadership
- Cell phones are allowed, but to be used minimally during camper supervision- especially while running activities



Be vigilant!

- We have a job to do while we are here- as counselors, it is our responsibility to maintain vigilance and keep each camper safe
- Some campers may wander off, alone or together, if not watched closely
 - Pay attention to where campers are at all times
- Immediately redirect a camper if they make a sexual or inappropriate comment
- If a situation feels questionable to you, let the Camp Program Director know



To sum up module 5...



- If you witness any form of abuse or inappropriate behavior, interrupt the behavior immediately
- Staff & volunteers must report any suspicious or inappropriate behaviors, as well as actual or suspected sexual abuse, to the Camp Program Director
- There are specific guidelines regarding interactions with campers that all staff & volunteers must adhere to
- All reports of suspicious or inappropriate behavior with campers or allegation of abuse will be taken seriously by BIAV
- Keep campers safe by maintaining vigilance at all times



References

Brain Injury Association of Virginia. (n.d). *Camp Bruce McCoy: Operations manual.*

Brain Injury Association of Virginia (2020). *Camp Bruce McCoy: Sexual abuse and molestation prevention policy, version 3.*

Module 5 Quiz

Please return to the training homepage to take the Module 5 Quiz and complete a couple of brief survey questions that will help us to keep improving the training program.