

Preventing Sexual Abuse in Mental Health and Addiction Treatment Facilities

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INSURANCE PROGRAMS & RISK MANAGEMENT

PRAESIDIUM

Our Passion. Your Protection.



Agenda

Praesidium and The Safety Equation

Impact of Abuse

How Offenders Operate

Unique Risks

Top Five Things to Prevent Abuse



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**

National safety partner with:

- YMCA of the USA
- Boys & Girls Clubs of America
- USA Swimming
- Knights of Columbus

A Paradigm for Prevention: The Praesidium Safety Equation[®]



What We Believe

Abuse **can be prevented.**

Everyone is responsible for preventing abuse.

Abuse prevention **requires a commitment.**

Commitment **starts at the top.**

Impact of Abuse on Victims

Psychological

Educational

Behavioral

Interpersonal

Sexual

Impact of Abuse on Your Organization

Loss of focus on your mission

Loss of financial resources for programming

Decreased productivity

Decreased employee morale

Increased employee turnover

Battered reputation

Common Claims in Litigation

Negligent screening

Negligent training

Negligent supervision

Negligent retention

How Offenders Operate

Types of Offenders

- Preferential
- Situational

Conditions Necessary to Offend

- Access
- Privacy
- Control



Red Flags in Adults

Physical

- Wrestles
- Tickles
- Massages
- Hugs too long or too often
- Lap-sits older children

Psychological

- Isolates individuals from parents and peers
- Creates personal friendships
- Chooses favorites
- Overly involved

Behavioral

- Encourages breaking of rules
- Keeps secrets
- Encourages alcohol use
- Encourages drug use
- Encourages use of porn



Unique Risks

Patient vulnerabilities

Unlimited access

Increased privacy

Imbalance in power

Boundary violations

Staff turnover

Personal care activities



Top 5 Things to Prevent Abuse

1. Implement and standardize policies
2. Screen for abuse risk
3. Deliver the right training at the right time
4. Emphasize monitoring and supervision
5. Respond quickly

1. Implement and Standardize Policies

- Create institutional memory
- Send a “zero tolerance” message
- Communicate policies to employees, staff, faculty, volunteers, parents, and youth
- Define appropriate and inappropriate boundaries
 - Physical Interactions
 - Verbal Interactions
 - One-on-One Situations
 - Outside Contact
 - Electronic Communications and Social Media
 - Gift Giving

2. Screen for Abuse Risk

- Don't rely solely on background checks
- Encourage applicants to self-select out
- Review the application for red-flags
- Ask the right questions the right way
- Get the most out of references

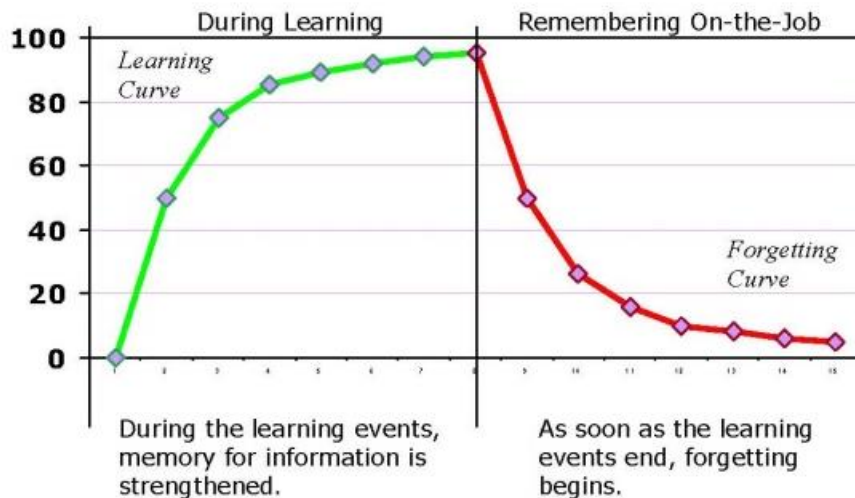
3. Deliver the Right Training @ Right Time

- The right content
- Easy to access and use
- Targets the right people the right way (blended learning)
- Easy to verify compliance
- Ongoing basis

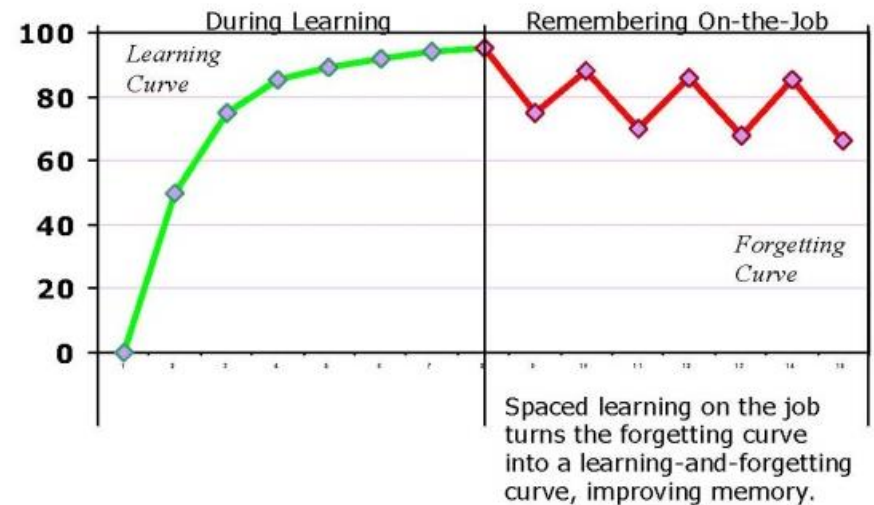


Spacing Effect

Typical Learning & Forgetting Curves



Learning & Forgetting with Spacing On-the-Job



Source: Thalheimer, W. (2006, February). *Spacing Learning Events Over Time: What the Research Says*. Retrieved October 23, 2013, from <http://www.work-learning.com/catalog/>

4. Emphasize Monitoring and Supervision

- Clearly communicate the “why”
- Manage high-risk situations and activities
- Don’t be predictable
- Monitor for exceptions
- Use violations as teaching moments
- Protect self from false allegations

5. Respond Quickly

- Respond to tremors not earthquakes
- Treat “near misses” as free lessons
- Don’t respond in isolation
- Use a continuum of responses
- Remove barriers to reporting

Questions You Should Be Asking

- ☐ Do we have written policies that clearly define boundaries?
- ☐ Does our screening process assess for abuse risk?
- ☐ Do we require individuals working with clients to complete training that is preventative, not just reactive?
- ☐ Do we have specific procedures for managing high-risk activities related to abuse?
- ☐ Do we have written procedures for responding to policy violations, suspected abuse, and client-to-client sexualized behaviors?

ISA Resources

ISA offers an array of Praesidium services at either free or discounted rates.

Services include:

- Armatus® Learn to Protect Training System
- *Know Your Score!* Online Self-Assessment Tool
- Toll-Free Confidential Helpline
- Policy Analysis
- Onsite Training
- Criminal Background Checks
- ... and more!



Contact the risk management department at Irwin Siegel Agency to learn more – riskmanagement@siegelagency.com or 800-622-8272.

Thank You!

Praesidium

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