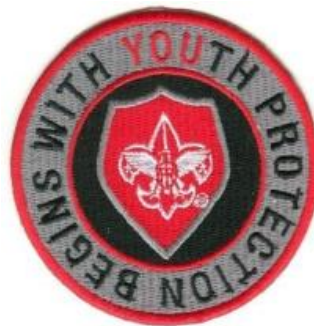


# Mid-Iowa Council Boy Scouts of America



## Youth Protection Champion

January 1, 2015

Marvin J. Wilson  
Mid-Iowa Council Executive Board  
Youth Protection Champion

## ACKNOWLEDGEMENTS

My sincere thanks to the Boy Scouts of America, that has enhanced my life. From the time I joined this great youth movement in 1964 as a boy scout and now my journey has continued with my present position in Scouting as Youth Protection champion for Mid-Iowa Council. Of course I am still registered as a unit commissioner serving a troop, pack and an explorer post.

The oath and law of the Boy Scouts of America has guided me throughout my 34 years as a law enforcement officer and my passion towards Scouting. It is just like my walk with Jesus, with Scouting you just can't go wrong with good material (boy scout handbook) and of course the many, many friends that you make along the way. I count some of my scouting friends as my closest.

Also, special thanks to my parents who supported me as a Boy Scout and even as a Scouter, you are the best and thanks for your encouragement. And to my wife Gay Lea, for being a "Scout Widow" and for your support and encouragement.

My son Adam began his scouting career as a cub scout and ended as an Eagle Scout, the court of honor was one of the proudest days for his mother and I.

A very heartfelt thank you to my longtime Scoutmaster and best friend Hugh E. Woody of troop 34 in Des Moines, Iowa. He was a true mentor and a life-long counselor. Hugh was my best man at our wedding 36 years ago. Thank you Mr. Woody, I do my best and do my duty to God and Country, because of you.

## Table of Contents

Chapter	Page
Acknowledgement	2
Introduction	4
Chapter I.....Council Youth Champion	7
Chapter II.....Council Youth Advocacy Committee	11
Chapter III.....District Youth Protection Champion	13
Chapter IV.....Unit Youth Protection Champion	16
Chapter V.....Media	22
Chapter VI.....Training	42
Resources.....	48
<u>Appendices</u>	
Appendix A.....Mid-Iowa Council Youth Protection Champion	50
Appendix B.....Mid-Iowa Council Youth Protection Committee	51
Appendix C.....Mid-Iowa Council District Youth Protection Champion	52
Appendix D.....Mid-Iowa Council Unit Youth Protection Champion	53
Appendix E.....Youth Protection Month	54
Appendix F..... Mid-Iowa Council Executive Board Resolution on YP	56
Appendix G..... Sample Council Policy	58
Appendix H..... Youth Protection Newsletter	61
Appendix I..... Mid Iowa Council Proposed Policy	63
Bibliography.....	64

## CHAPTER 1

### INTRODUCTION

The Boy Scouts of America places the greatest importance on creating the most secure environment possible for our youth members. To maintain such an environment, the BSA developed numerous procedural and leadership selection policies and provides parents and leaders with resources for the Cub Scout, Boy Scout, and Venturing programs.

### IMPORTANT CHANGES TO THE BOY SCOUTS OF AMERICA'S YOUTH PROTECTION TRAINING POLICIES

Recently, the Boy Scouts of America announced important changes to its Youth Protection policies. The purpose of these changes is to increase awareness of this societal problem and to create even greater barriers to abuse than already exist today in Scouting.

**Effective June 1, 2010:**

- **Youth Protection training is required for all BSA registered volunteers, regardless of their position.**
- **New leaders are required to take Youth Protection training before submitting an application for registration. The certificate of completion for this training must be submitted at the time the application is made and before volunteer service with youth begins.**
- **Youth Protection training must be taken every two years. If a volunteer's Youth Protection training record is not current at the time of recharter, the volunteer will not be reregistered.**

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep your family safe, see the *Parent's Guide* in any of the Cub Scouting or Boy Scouting handbooks, or go to <http://www.scouting.org/Training/YouthProtection.aspx>.

### Youth Protection Mission Statement

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

### Leadership Selection

The Boy Scouts of America takes great pride in the quality of our adult leadership. Being a leader in the BSA is a privilege, not a right. The quality of the program and the safety of our youth members call for high-quality adult leaders. We work closely with our chartered organizations to help recruit the best possible leaders for their units.

The adult application requests background information that should be checked by the unit committee or the chartered organization before accepting an applicant for unit leadership. While no current screening techniques exist that can identify every potential child molester, we can reduce the risk of accepting a child molester by learning all we can about an applicant for a leadership position—his or her experience with children, why he or she wants to be a Scout leader, and what discipline techniques he or she would use.

## **Mandatory Youth Protection Training for Adult Volunteers**

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Youth protection is of paramount importance to the Boy Scouts of America. Recognizing that this commitment requires sustained vigilance, the BSA has continued to develop and enhance its efforts to protect youth. BSA has taken the following steps:

- Youth Protection training is required for all BSA registered volunteers, regardless of their position.
- New leaders are required to take Youth Protection training.
- Youth Protection training must be taken every two years. If a volunteer's Youth Protection training record is not current at the time of re-charter, the volunteer will not be reregistered.

## **Youth Protection Champion Program**

Youth Protection is of paramount importance to the Boy Scouts of America and relies upon the shared involvement of everyone in Scouting, including

- ▶ Volunteers and leaders who create a culture of awareness and safety within their units and councils and ensure that their units follow the BSA's youth protection policies
- ▶ Parents who monitor and participate in their children's activities and teach them personal safety skills
- ▶ Scouting professionals who increase the awareness of the BSA's Youth Protection policies, make training available to everyone, encourage all Scouting units to include personal safety awareness education in their programs, and enforce Youth Protection policies in all council-sponsored activities
- ▶ Anyone who becomes aware of possible abuse within Scouting; they must report any suspicion to the proper authorities for review and investigation.

Recognizing that this commitment requires sustained vigilance, the BSA has continued to develop and enhance its efforts to protect youth, regularly consulting with experts from law enforcement, child safety, psychology, and other disciplines to ensure its efforts consistently evolve along with the ever-changing awareness of the dangers and challenges facing youth. We have invoked mandatory Youth Protection training, hired noted professionals to help focus activities, and elevated clear focus and awareness across the organization.

In support of this focus and awareness the National Youth Protection Committee has identified and initiated the Youth Protection Champions program. As indicated in the various level-specific position descriptions, these volunteers are the focal points and key drivers of Youth Protection at

their assigned level of the organization. They will assist in recruiting Youth Protection leadership within their sphere of influence, support Youth Protection training and strategy development actions as appropriate, and in so doing, act as one of the principal champions and advisors at their level on all matters relating to Youth Protection and any pertinent Youth Protection initiatives, plans, programs, policies, communications, or actions that affect the BSA.

### **Roles the Champions Play**

The Champion will be, no matter what level of the organization:

A focal point and key driver of Youth Protection

A recruiter, recruiting Youth Protection leadership and supporting Youth Protection strategy development

An administrator, assisting in increasing the implementation of new Youth Protection programs, policies, and reports

A teacher/trainer, ensuring that Youth Protection training is available and presented various times throughout the year, and facilitating or leading various training sessions

## CHAPTER 11

### COUNCIL YOUTH PROTECTION CHAMPION

Mid-Iowa Council is leading the nation for its commitment to 100% Scout Leaders trained in Youth Protection including every member of the Council Executive Board.

The champion will maintain and enhance this commitment it is important that an Executive Board member be the Council Youth Protection Champion responsible for support and oversight of the administration and delivery of the BSA's Youth Protection program to Mid-Iowa Council through its districts, units, and chartered organizations.

One important goal is provide and encourage Youth Protection training for all members and parents to insure everyone is aware of their responsibility to keep Scouting youth and all youth safe. Other tasks will include disseminating initiatives, programs, and communications at all levels.

These positions are appointed for a one-year term, or longer if needed, based on qualifications and work-related fields. This program and more information will be coming soon. Readers should remember that protecting our youth and providing a safe and enjoyable experience for everyone is *The Main Thing!*

#### Structural

- A registered Boy Scouts of America (BSA) volunteer position; a member of the councils executive board.
- Appointed by the council president in conjunction with the Scout executive and the nominating committee.
- Appointed for a one-year term, extendable as required/desired (target no more than three years).
- In conjunction with an assigned council professional advisor, is responsible to the council president for support and oversight of the administration and delivery of the youth Protection program of the BSA to the council through the districts, units, and chartered organizations.
- Subject to oversight by the council executive board and officers.

#### Desired Qualifications

- A youth protection-oriented volunteer (Scouting background is desirable) with specific expertise in one or more of the following fields: social services, law enforcement, criminal or civil justice (e.g, prosecution, judicial, academia), prevention investigation, intervention, advocacy, policy, sex offender treatment, child abuse therapy, children's advocacy center, victim advocacy (with direct supervised experience in the criminal justice system), or forensic interviewing (Note: Will need to provide curriculum vitae or resume and a bio).
- Preference for those without youth family members currently in the Scouting program to ensure the most independent-thinking individual possible.

- Preferred background in child abuse and maltreatment, with knowledge of youth victimization.

#### Specific duties and responsibilities

- Recruit members, meet regularly, and give leadership to the Council Youth Protection Committee.
- Serve as a subject-matter expert to the council Youth Protection committee, offering professional advice and up-to-date information on trends and threats to youth.
- Assist in developing and be willing to deliver Youth Protection training programs, or programs related to the subject-matter expert's background and expertise, and other documents identified by the BSA's Youth Protection director and council committee.
- Assist in increasing the implementation, training and focus on Youth Protection in the council.
- Supply written materials as needed for use in council communication vehicles (paper and digital).
- Participate in a Youth Protection review of BSA programming and enforce safe Youth Protection practices.
- Conduct an assessment of the council's compliance with the BSA's national Youth Protection policy.
- Develop and monitor the council's strategy for delivering the BSA's Youth Protection training to all volunteer leaders in accordance with BSA registration requirements.
- Ensure-leader-led, facilitated Youth Protection training is available multiple times annually to ensure all leaders are trained upon entry into Scouting, and parents are able and encouraged to attend training.
- Identify and resolve any impediments to volunteers and parents taking Youth Protection training.
- Identify risks within BSA programs associated with Scouting's barriers to abuse and report them to the BSA's Youth Protection director.
- Ensure all council and unit activities are consistent with BSA Youth Protection policies and procedures.
- Identify and report any perceived gaps in Youth Protection program to the council president, Scout executive, and the BSA's Youth Protection director.
- Ensure that adequate Youth Protection training is available at all levels of technology including lack of technology, low technology, and high technology.
- Promote and facilitate on-boarding of all new members, parents, volunteers and leaders at all recruiting events/activities by ensuring more-than-adequate leader or facilitated Youth Protection training is made available at the unit level.
- Work with the council's commissioner staff and training committee to ensure Youth Protection training does not create an impediment for on-time unit charter renewal.
- Provide feedback to the Scout executive or designee and council board on the effectiveness of the BSA's Youth Protection Strategy.
- Spearhead the council's Youth Protection Month observances.
- Market/promote the use of BSA age-appropriate training for youth and families in the units.



- Review council activities and programs for Youth Protection promotional opportunities.
- Access the council dashboard to determine the Youth Protection training percentage rate for new members, new leaders, and new parents, and separate retraining of all of them.
- Ensure that an after-hours notifications process exists.
- Determine/implement council actions to achieve 100 percent Youth Protection trained leaders.

Other suggested duties and responsibilities to consider (for champion, chair, and/or committee.

- Ensure the council website contains a Youth Protection tab/phone number for reporting violations of Youth Protection policy or allegations of abuse and/or violations of BSA safety or social media guidelines.
- Ensure the council Youth Protection website has a BSA-approved resource list for Youth Protection information.
- Ensure BSA Youth Protection policies are a focus at all council-sponsored activities, including camps, camporees, roundups, etc.
- Monitor and report to the BSA's Youth Protection director any state legislation applying to youth protection, including: Training requirements for camp and training requirements for youth-serving organizations.
- Facilitate the on-boarding of new members, parents, volunteers, and leaders by ensuring more-than-adequate leader or facilitated Youth Protection training is made available at the unit level.
- Provide feedback to the district executive or designee and the district committee on the effectiveness of the Youth Protection strategy.
- Spearhead the unit's Youth Protection month observance.
- Market/Promote the use of BSA age-appropriate training for youth members and families in the unit.
- Review unit activities and programs for Youth Protection promotional opportunities.
- Understand the council's after-hours notification process and how it works.

Mid-Iowa Council Year One Objectives – 100% Youth Protection Trained At All Times!

- Establish a Council Youth Protection Committee consisting of a youth protection champion from each District.
- Encourage unit committee's to appoint a member to be their Unit Youth Protection Champion.
- Encourage Parents and Others who may from time to time provide transportation and be involved in other activities to take annual Youth Protection Training.
- Encourage annual Youth Protection Training instead of the current requirement of every two years.

- Develop more detailed information on the councils Web Page button that talks about the many aspects of BSA Youth Protection and put that button on the front page as its own button for easy access.
- Make available to every Mid Iowa Council volunteer, access to Youth Protection Training, at roundtable, special training events, scout shorts or gatherings, and on- line.....remember only 25 minutes.
- For those who are involved in any way in Venturing, to be sure to take the Venture Youth Protection Training.
- Provide training and tools to all levels of scouting to ensure that all activities are consistent with BSA Youth Protection Policies.
- Prepare and assign to each District YP Champion their own Youth Protection Training Kit. (guide, DVD, tests, key, sign-in and cards)

## CHAPTER 111

### COUNCIL YOUTH PROTECTION COMMITTEE

#### Mid Iowa Council Youth Protection Committee

The Council Youth Protection Committee is recruited from each of the six districts have a voice, to plan, establish goals and objectives and carry out the Council's Youth Protection Plan.

The Committee will meet quarterly to strategize and ensure that all elements of BSA's Youth and protection guidelines are met. The Committee will prioritize their job description duties and responsibilities and assist the Council Youth Protection Champion in carrying out the Youth Protection requirements of the Council.

#### *Mid Iowa Council Boy Scouts of America Youth Protection Champion*



#### Mid Iowa Council Youth Protection Committee

Area	Name	Telephone	E-Mail
Council	Marv Wilson	515-360-0081	Mj_wilson@att.net
Hawk Eye	Dan Fischer	515-280-1086	dedduc@mchsi.com
BoQui	Kurt Cook	515-953-0534	cooklds@hotmail.com
RRV			
Tamaha	Keavin Hill	641-753-8408	Keavin.hill@gmail.com

Golden Eagle			
Broken Arrow	John Foster	515-708-8512	jfosterfam@iowatelecom.net

## **CHAPTER IV**

### **DISTRICT YOUTH PROTECTION CHAMPION**

#### **District Youth Protection Champions**

##### **Structural:**

- A registered BSA volunteer position; a member of the assigned district committee.
- Appointed by the district chairperson in conjunction with the district executive and the council Youth Protection chair.
- Appointed for a one-year term, extendable as required/desired (target no more than three years).
- In conjunction with an assigned council professional advisor, is responsible to the district chairperson for support and oversight of the administration and delivery of the Youth Protection program of the BSA to the council through the district and unit organizations.
- Services on the council's youth protection committee.
- Subject to oversight by the district committee and officers.

##### **Desired qualifications:**

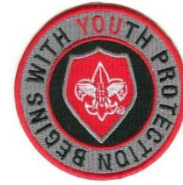
- A Youth Protection-oriented volunteer (Scouting background is desirable) with specific expertise in one or more the following fields: social services, law enforcement, criminal or civil justice, (e.g. prosecution, judicial, academia), prevention, investigation, intervention, advocacy, policy, sex offender treatment, child abuse therapy, children's advocacy center, victim champions (with direct supervised experience in the criminal justice system), or forensic interviewing (Note: Will need to provide curriculum vitae or resume and a bio).
- Preferred background in child abuse and maltreatment, with knowledge of youth victimization.

##### **Specific duties and responsibilities:**

- As the district representative, this person serves on and supports all actions of the council Youth Protection committee.
- Assist in developing and be willing to deliver Youth Protection Training programs – or programs related to the subject matter expert's background and expertise and other documents identified by the national Youth Protection Director and council committee.
- Assist in the development of council and district plans to increase the implementation, training, and focus on Youth Protection.
- Supply written materials as needed for use in council communication vehicles (paper or digital).
- Participate in a Youth Protection review of BSA programming and enforce safe Youth Protection practices.

- Conduct an assessment of the district and council's compliance with the BSA's national Youth Protection Policy.
- Depending on the size of the specific council and district, specific duties will be similar to, and in direct support of, the duties of the council Youth Protection chair.

# Mid Iowa Council Boy Scouts of America Youth Protection Advocacy



## **District Year One Objectives – 100% Youth Protection Trained At All Times!**

- Encourage unit committee's to appoint a member to be their **Unit Youth Protection Champion**.
- Encourage **Parents and Others** who may from time to time provide transportation and be involved in other activities to take ANNUAL Youth Protection Training.
- Encourage **ANNUAL Youth Protection Training** instead of the current requirement of every two years.
- Make available to every Hawk Eye District Mid Iowa Council volunteer, access to **Youth Protection Training**, at roundtable, special training events, scout shorts or gatherings, and on- line.....remember only 25 minutes.
- For those who are involved in any way in Venturing, to be sure to take the **Venture Youth Protection Training**.
- Provide training and tools to all levels of scouting to ensure that all activities are consistent with **BSA Youth Protection Policies**.

### **Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## **CHAPTER V**

### **UNIT YOUTH PROTECTION CHAMPION**

#### **Unit Youth Protection Champion Description**

##### **Structural:**

- A registered BSA volunteer position; a member of the unit committee.
- Appointed by the unit committee chair in conjunction with the unit leader and chartered organization leader.
- Appointed for a one-year term, extendable as required/desired.
- Is responsible for administration and delivery of the Youth Protection program of the BSA to the unit, utilizing all available support venues and tools.
- Subject to oversight of the unit committee and chartered organization.

##### **Desired qualifications:**

- A Youth Protection-oriented volunteer (Scouting background is desirable) with specific expertise in one or more the following fields: social services, law enforcement, criminal or civil justice, (e.g, prosecution, judicial, academia), prevention, investigation, intervention, advocacy, policy, sex offender treatment, child abuse therapy, children's advocacy center, victim champions (with direct supervised experience in the criminal justice system), or forensic interviewing (Note: Will need to provide curriculum vitae or resume and a bio).
- Preferred background in child abuse and maltreatment, with knowledge of youth victimization.

##### **Specific duties and responsibilities:**

- Assist in delivering and promoting participation in Youth Protection training programs – or programs related to the subject-matter expert's background and expertise – and other documents identified by the national Youth Protection director and council committee.
- Assist in increasing an awareness, education, and focus on Youth Protection in both the unit and the chartered organizations.
- Disseminate written materials to the unit membership on Youth Protection matters.
- Participate in a Youth Protection review of BSA programming, provide feedback and suggestions to the district committee Youth Protection member and council Youth Protection chair, and focus on safe Youth Protection practices.
- Develop and monitor the unit's strategy for delivering the BSA's Youth Protection training to 100% of its volunteer leaders, and its parents in accordance with BSA registration requirements.
- If required or desired, assist unit leaders and parents in attending leader-led, facilitated Youth Protection training through the council and district training group.



- Identify and resolve any impediments to volunteers and parents taking Youth Protection training.
- Ensure all unit activities are consistent with BSA Youth Protection policy.
- Identify and report any gaps in the Youth Protection program to the unit committee chairperson.

### **Youth Member Behavior Guidelines for Units**

The Boy Scouts of America is a values-based youth development organization that helps young people learn positive attributes of character, citizenship, and personal fitness. The BSA has the expectation that all participants in the Scouting program will relate to each other in accord with the principles embodied in the Scout Oath and Scout Law.

One of the developmental tasks of childhood is to learn appropriate behavior. Children are not born with an innate sense of propriety and they need guidance and direction. The example set by positive adult role models is a powerful tool for shaping behavior and a tool that is stressed in Scouting.

Misbehavior by a single youth member in a Scouting unit may constitute a threat to the safety of the individual who misbehaves as well as to the safety of other unit members. Such misbehavior constitutes an unreasonable burden on a Scout unit and cannot be ignored.

### **Member Responsibilities**

All members of the Boy Scouts of America are expected to conduct themselves in accordance with the principles set forth in the Scout Oath and Scout Law. Physical violence, hazing, bullying, theft, verbal insults, and drugs and alcohol have no place in the Scouting program and may result in the revocation of a Scout's membership in the unit.

If confronted by threats of violence or other forms of bullying from other youth members, Scouts should seek help from their unit leaders or parents.

### **Unit Responsibilities**

Adult leaders of Scouting units are responsible for monitoring the behavior of youth members and interceding when necessary. Parents of youth members who misbehave should be informed and asked for assistance.

The BSA does not permit the use of corporal punishment by unit leaders when disciplining youth members.

The unit committee should review repetitive or serious incidents of misbehavior in consultation with the parents of the child to determine a course of corrective action including possible revocation of the youth's membership in the unit.

If problem behavior persists, units may revoke a Scout's membership in that unit. When a unit revokes a Scout's membership, it should promptly notify the council of the action.

The unit should inform the Scout executive of any violations of the BSA's Youth Protection policies.

Each Cub Scout den and Webelos Scout den and each chartered Cub Scout pack, Boy Scout troop, Varsity Scout team, and Venturing crew shall have one leader, 21 years of age or older, who shall be registered and serve as the unit or den leader. The head of the chartered organization or chartered organization representative and the local council must approve the registration of the unit or den leader on the appropriate form. Primary reference: Rules and Regulations of the Boy Scouts of America Digital Privacy

A key ingredient for a safe and healthy Scouting experience is the respect for privacy. Advances in technology are enabling new forms of social interaction that extend beyond the appropriate use of cameras or recording devices (see "Barriers to Abuse Within Scouting"). Sending sexually explicit photographs or videos electronically and "sexting" by cell phones is a form of texting being practiced primarily by young adults and children. Sexting is neither safe, nor private, nor an approved form of communication, and can lead to severe legal consequences for the sender and the receiver. Although most campers and leaders use digital devices responsibly, educating them about the appropriate use of cell phones and cameras is a good safety and privacy measure. Leadership Requirements for Trips and Outings

It is the responsibility of the chartered organization of any Cub Scout pack, Boy Scout troop, Varsity Scout team, or Venturing crew or ship to inform the committee and leadership of the unit that sufficient adult leadership must be provided on all trips and outings (coed overnight activities require both male and female adult leaders).

Two-deep leadership. Two registered adult leaders, or one registered leader and a parent of a participating Scout or other adult, one of whom must be 21 years of age or older, are required for all trips and outings. There are a few instances, such as patrol activities, when the presence of adult leaders is not required and adult leadership may be limited to training and guidance of the patrol leadership. With the proper training, guidance, and approval by the troop leaders, the patrol can conduct day hikes and service projects. Appropriate adult leadership must be present for all overnight Scouting activities; coed overnight activities— even those including parent and child— require male and female adult leaders, both of whom must be 21 years of age or older, and one of whom must be a registered member of the BSA. The chartered organization is responsible for ensuring that sufficient leadership is provided for all activities.

- During transportation to and from planned Scout outings.
- Meet for departure at a designated area.
- Prearrange a schedule for periodic checkpoint stops as a group.
- Plan a daily destination point.
- A common departure site and a daily destination point are a must. If you cannot provide two adults for each vehicle, the minimum required is one adult and two or more youth members—never one on one.
- Safety rule of four: No fewer than four individuals (always with the minimum of two adults) go on any backcountry expedition or campout. If an accident occurs, one person stays with the injured, and two go for help. Additional adult leadership requirements must reflect an awareness of such factors as size and skill level of the group, anticipated environmental conditions, and overall degree of challenge.
- Male and female leaders must have separate sleeping facilities. Married couples may share the same quarters if appropriate facilities are available.
- Male and female youth participants will not share the same sleeping facility.
- Single-room or dormitory-type accommodations for Scouting units: Adults and youths of the same gender may occupy dormitory or single-room accommodations, provided there is a minimum of two adults and four youths. A minimum of one of the adults is required to be Youth Protection-trained. Adults must establish separation barriers or privacy zones such as a temporary blanket or a sheet wall in order to keep their sleeping area and dressing area separated from the youth area.
- When staying in tents, no youth will stay in the tent of an adult other than his or her parent or guardian.

- If separate shower and latrine facilities are not available, separate times for male and female use should be scheduled and posted for showers. Likewise, youth and adults must shower at different times. The buddy system should be used for latrines by having one person wait outside the entrance, or provide “Occupied” and “Unoccupied” signs and/or inside door latches. Adult leaders need to respect the privacy of youth members in situations where youth members are changing clothes or taking showers, and intrude only to the extent that health and safety require. Adults also need to protect their own privacy in similar situations.
- Two-deep adult leadership is required for flying activities. For basic orientation flights, the adult licensed pilot in control of the aircraft is sufficient for the flight, while two-deep leadership is maintained on the ground.

### **Coed Overnight Activities Policy**

All Venturing activities shall conform to the ideals and purposes of the Boy Scouts of America. In order to ensure that all coed overnight activities for Venturers and invited guests at crew, district, council, regional, or national levels meet proper moral standards, the national Venturing Committee has established the following policy:

- The crew Advisor (or Skipper) or council Scout executive must give careful consideration to the number of adults necessary to provide appropriate leadership for both male and female participants. The number of adult leaders required by the hosting facility or organization (such as a BSA national high-adventure base) must be provided.
- Adult leaders must be 21 years of age or older and be approved by the committee chairman and chartered organization.
- Separate housing must be provided for male and female participants.
- An adult male leader must be housed with the male participants. An adult female leader must be housed with the female participants.
- Written parent or guardian approval is required for each Venturer or guest under 18 years of age.

### **Internet Safety**

It is recommended that the following personal protection rules be shared with all youth members.

When you are online, you are in a public place, among thousands of people who are online at the same time. Follow these personal protection rules and you will have fun:

- Keep online conversations with strangers to public places, not in email.
- Do not give anyone online your real last name, phone numbers at home or school, your parents' workplaces, or the name or location of your school or home address unless you have your parents' permission first. Never give your password to anyone but a parent or other adult in your family.
- If someone sends or shows you email with sayings that make you feel uncomfortable, trust your instincts. You are probably right to be wary. Do not respond. Tell a parent what happened.
- If somebody tells you to keep what's going on between the two of you secret, tell a parent.
- Be careful to whom you talk. Anyone who starts talking about subjects that make you feel uncomfortable is probably an adult posing as a kid.
- Pay attention if someone tells you things that don't fit together. One time an online friend will say he or she is 12, and another time will say he or she is 14. That is a warning that this person is lying and may be an adult posing as a kid.
- Unless you talk to a parent about it first, never talk to anybody by phone if you know that person only online. If someone asks you to call—even if it's collect or a toll-free, 800 number—that's a warning. That person can get your phone number this way, either from a phone bill or from caller ID.
- Never agree to meet someone you have met only online at any place off-line, in the real world.
- Watch out if someone online starts talking about hacking, or breaking into other people's or companies' computer systems; phreaking (the "ph" sounds like an "f"), the illegal use of long-distance services or cellular phones; or viruses (online programs that destroy or damage data when other people download these onto their computers).
- Promise your parent or an adult family member and yourself that you will honor any rules about how much time you are allowed to spend online and what you do and where you go while you are online.

## CHAPTER VI

### MEDIA

Both the national and council committee's on Youth Protection require information that is easy to find on the council's web site pertaining to BSA Youth Protection policy and after hour's notification to the Scout executive. At this time the Mid-Iowa Council has a Youth Protection hot button on the front page of its website for easy access to information pertaining to Youth Protection. The following information can now be found on the Mid-Iowa Council website:

Boy Scouts of America  
Mid-Iowa Council

#### Youth Protection

The Boy Scouts of America places the greatest importance on creating the most secure environment possible for our youth members. To maintain such an environment, the BSA developed numerous procedural and leadership selection policies and provides parents and leaders with resources for the Cub Scout, Boy Scout, and Venturing programs.

#### Leadership Selection

The Boy Scouts of America takes great pride in the quality of our adult leadership. Being a leader in the BSA is a privilege, not a right. The quality of the program and the safety of our youth members call for high-quality adult leaders. We work closely with our chartered organizations to help recruit the best possible leaders for their units.

The adult application requests background information that should be checked by the unit committee or the chartered organization before accepting an applicant for unit leadership. While no current screening techniques exist that can identify every potential child molester, we can reduce the risk of accepting a child molester by learning all we can about an applicant for a leadership position—his or her experience with children, why he or she wants to be a Scout leader, and what discipline techniques he or she would use.

#### Required Training

- Youth Protection training is required for all BSA registered volunteers.
- Youth Protection training must be taken every two years.
- If a volunteer's Youth Protection training record is not current at the time of recharter, the volunteer will not be reregistered.

***You do not have to be a registered member or have a member ID to take Youth Protection training.***

To take Youth Protection training go to MyScouting.org [🔗](https://www.myscouting.org) and create an account.

From the MyScouting.org portal, click on E-Learning and take the Youth Protection training.

Upon completion, you may print a certificate of completion to submit with a volunteer application or submit the completion certificate to the unit leader for processing at the local council.

When your volunteer application is approved, you will receive a BSA membership card which includes your member ID number. After you receive your membership card, log back into MyScouting, click on My Profile and update the system by inputting your member ID number. This will link your Youth Protection training records, and any other training, in MyScouting to your BSA membership.

### **Youth Protection Reporting Procedures for Volunteers**

There are two types of Youth Protection–related reporting procedures all volunteers must follow:

- When you witness or suspect any child has been abused or neglected—See "Mandatory Report of Child Abuse" below.
- When you witness a violation of the BSA's Youth Protection policies—See "Reporting Violations of BSA Youth Protection Policies" below.

### **Mandatory Report of Child Abuse**

All persons involved in Scouting shall report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation, including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. You may not abdicate this reporting responsibility to any other person.

### **Steps to Reporting Child Abuse**

1. Ensure the child is in a safe environment.
2. In cases of child abuse or medical emergencies, call 911 immediately. In addition, if the suspected abuse is in the Scout's home or family, you are required to contact the local child abuse hotline.
3. Notify the Scout executive or his/her designee.

**In the event of an emergency, Dial 9-1-1**

**Iowa Child Abuse Hotline**

<b>Iowa Department of Human Services</b>
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<p><b>Protection Services Statewide Hotline 1-800-362-2178</b></p>
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**What is Child Abuse in the State of Iowa**

[http://dhs.state.ia.us/consumers/Safety\\_and\\_Protection/Abuse\\_Reporting/ChildAbuse.html](http://dhs.state.ia.us/consumers/Safety_and_Protection/Abuse_Reporting/ChildAbuse.html)

**Mid Iowa Council  
Emergency Contact Personnel**

<b>Robert Hopper</b> <b>Scout Executive</b> Work Cell Home E-Mail	<b>Charles Vonderheid</b> <b>Field Service Director</b> Work Cell Home E-Mail
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***Why Scouting Staff must be called first:***

1. They may be aware of other confidential information that must be taken into account.
2. It is possible that action must be taken by the BSA, even if no action will be taken by law enforcement.
3. If the media or other officials contact BSA leadership, we must be prepared to respond with competency.
4. The Scout Executive is experienced in such issues, and is legally obligated to notify authorities when appropriate.

More Information about the BSA's Youth Protection Policies:

<http://www.scouting.org/YouthProtection.aspx>


Iowa Law on Mandatory Reporting:

[http://dhs.state.ia.us/consumers/Safety\\_and\\_Protection/Abuse\\_Reporting/ChildAbuse.html](http://dhs.state.ia.us/consumers/Safety_and_Protection/Abuse_Reporting/ChildAbuse.html)

**Reporting Violations of BSA Youth Protection Policies**

If you think any of the BSA's Youth Protection policies have been violated, including those described within Scouting's Barriers to Abuse, you must notify your local council Scout executive or his/her designee so appropriate action can be taken for the safety of our Scouts.

**Scouting's Barriers to Abuse**

The BSA has adopted the following policies for the safety and well-being of its members. While these policies are primarily for the protection youth members, they also serve to protect adult leaders. Refer to the Guide to Safe Scouting, contact your local council, or email [youth.protection@scouting.org](mailto:youth.protection@scouting.org)  for more information.



**Minimum two-deep leadership on all outings required.** Two registered adult leaders, or one registered leader and a parent of a participating Scout or other adult, one of whom must be 21 years of age or older, are required for all trips and outings. Appropriate adult leadership must be present for all overnight Scouting activities; coed overnight activities – even those including parent and child – require male and female adult leaders, both of whom must be 21 years of age or older, and one of whom must be a registered member of the BSA.

**One-on-one contact between adults and youth members prohibited.** In any situation requiring a personal meeting, such as a Scoutmaster's conference, the meeting is to be conducted in view of other adults and youths.

**Separate accommodations for adults and Scouts required.** When camping, no youth is permitted to sleep in the tent of an adult other than his or her own parent or guardian. Councils are strongly encouraged to have separate shower and latrine facilities for females. When separate facilities are not available, separate male and female shower times should be scheduled and posted. Likewise, youth and adults must shower at different times.

**Privacy of youth respected.** Adult leaders must respect the privacy of youth members in situations such as changing clothes and taking showers at camp, and intrude only to the extent that health and safety require. Adults must protect their own privacy in similar situations.

**Inappropriate use of cameras, imaging, or digital devices prohibited.** While most campers and leaders use cameras and other imaging devices responsibly, it has become very easy to invade the privacy of individuals. It is inappropriate to use any device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants.

**No secret organizations.** The Boy Scouts of America does not recognize any secret organizations as part of its program. All aspects of the Scouting program are open to observation by parents and leaders.

**No hazing.** Physical hazing and initiations are prohibited and may not be included as part of any Scouting activity.

**No bullying.** Verbal, physical, and cyber bullying are prohibited in Scouting.

**Youth leadership monitored by adult leaders.** Adult leaders must monitor and guide the leadership techniques used by youth leaders and ensure that BSA policies are followed.

**Discipline must be constructive.** Discipline used in Scouting should be constructive and reflect Scouting's values. Corporal punishment is never permitted.

**Appropriate attire for all activities.** Proper clothing for activities is required. For example, skinny-dipping or revealing bathing suits are not appropriate in Scouting.

**Members are responsible to act according to Scout Oath and Law.** All members of the Boy Scouts of America are expected to conduct themselves in accordance with the principles set forth in the Scout Oath and Scout Law. Physical violence, theft, verbal insults, drugs, and alcohol have no place in the Scouting program and may result in the revocation of a Scout's membership.

**Units are responsible to enforce Youth Protection Policies.** The head of the chartered organization or chartered organization representative and the local council must approve the registration of the unit's adult leader. Adult leaders of Scouting units are responsible for monitoring the behavior of youth members and interceding when necessary. The parents of youth members who misbehave should be informed and asked for assistance.

**Mandatory reporting of child abuse.** All involved in Scouting are personally responsible to immediately report to law enforcement any belief or good faith suspicion that any child is or has been abused or exploited or endangered in any way. No person may abdicate this reporting responsibility to any other person.

**Social media guidelines.** The policy of two-deep leadership extends into cyberspace. Another adult leader should be copied on any electronic communication between adult and youth member.

**Violations of any BSA's Youth Protection policies must immediately be reported to the Scout executive.**

## **Digital Privacy**

A key ingredient for a safe and healthy Scouting experience is the respect for privacy. Advances in technology are enabling new forms of social interaction that extend beyond the appropriate use of cameras or recording devices (see "Scouting's Barriers to Abuse"). Sending sexually explicit photographs or videos electronically or "sexting" by cell phones is a form of texting being practiced primarily by young adults and children as young as middle-school age. Sexting is neither safe, nor private, nor an approved form of communication and can lead to severe legal consequences for the sender and the receiver. Although most campers and leaders use digital devices responsibly, educating them about the appropriate use of cell phones and cameras would be a good safety and privacy measure. To address cyber-safety education, the BSA has introduced the age- and grade-specific Cyber Chip program, which addresses topics including cyberbullying, cell-phone use, texting, blogging, gaming, and identity theft. Check it out.

## **Cyber Chip**

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Today's youth are spending more time than ever using digital media for education, research, socializing, and fun. To help families and volunteers keep youth safe while online, the Boy Scouts of America introduces the Cyber Chip. In developing this exciting new tool, the BSA teamed up with content expert NetSmartz®, part of the National Center for Missing and Exploited Children® and training expert for many law enforcement agencies.

Netsmartz® has created a Scouting portal showcasing Cyber Chip resources, including grade-specific videos, for each level. Check it out here. [↗](#)

Topics include cyberbullying, cell phone use, texting, blogging, gaming, and identity theft.

### **The "Three R's" of Youth Protection**

The "Three R's" of Youth Protection convey a simple message for the personal awareness of our youth members:

**Recognize situations that place you at risk of being molested**, how child molesters operate, and that anyone could be a molester.

**Resist unwanted and inappropriate attention**. Resistance will stop most attempts at molestation.

**Report attempted or actual molestation to a parent or other trusted adult**. This prevents further abuse and helps to protect other children. Let the Scout know he or she will not be blamed for what occurred.

### **Key Resources**

#### **[State Statutes on Child Welfare](#)** [↗](#)

Reporting requirements for child abuse differ from state to state. The Child Welfare Information Gateway provides access to information and resources on a variety of topics, including state statutes on child abuse. This site is not operated by the Boy Scouts of America.

#### **[Guide to Safe Scouting](#)**

The purpose of the *Guide to Safe Scouting* is to prepare adult leaders to conduct Scouting activities in a safe and prudent manner.

#### **[It Happened to Me: Cub Scout Meeting Guide](#)**

Video Facilitator Guides. A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

#### **[A Time to Tell: Troop Meeting Guide](#)**

Video Facilitator Guides. English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

#### **[Personal Safety Awareness Meeting Guide \(Venturing Program\)](#)**

Video Facilitator Guides. A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

## [Youth Protection Training Facilitators Guide](#)

Video Facilitator Guides.

### **Cyber Chip**

To help families and volunteers keep youth safe while online, the BSA introduces the Cyber Chip. The Scouting portal showcasing Cyber Chip resources includes grade-specific videos for each level.

### **Youth Protection Champions**

To address the need for Youth Protection–specific volunteers at all levels, the BSA has implemented its new Youth Protection Champions program. These volunteer champions will be the key drivers of Youth Protection at their assigned levels.

### **Camp Leadership** ... A Guide for Camp Staff and Unit Leaders

Brochure for unit leaders and camp staff who are responsible for providing a safe and healthy camp setting where Scouts are free from the worries of child abuse.

### **ScoutHelp**

Support is available for victims of past abuse.

### **Youth Protection Mission Statement**

**True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.**

Another important media aspect of providing good communications to the council, a monthly information and statistical letter is sent to all Key 3 members and the full time staff of the Council. The letter encourages and requests actions to be accomplished the Key 3. The following letter is an example of the monthly report:

*Mid Iowa Council  
Boy Scouts of America  
Youth Protection Champion*



February 7, 2014

Greetings Fellow Scouters:

Please find below the monthly report for the number of registered volunteers and are current on their Youth Protection Training. Remember that Youth Protection Training is valid for two years, and at the end of that time you must take the training again, **why not train on an annual basis**. I would also encourage that the **parents or others** who work with your units take the Youth Protection Training, so they are aware of what the leadership is responsible for. Remember it only takes 24 minutes of on-line YPT to keep up to date!

Again, this year Youth Protection Training was one of the issues at Re-Charter time. Please promote a **unit coordinator** to ensure that youth protection training is up to date at all times.

The **“Three R’s” of Youth Protection** convey a simple message for the personal awareness of our youth members:

**Recognize** situations that place you at risk of being molested, how child molesters operate, and that anyone could be a molester.

**Resist** unwanted and inappropriate attention. Resistance will stop most attempts at molestation.

**Report** attempted or actual molestation to a parent or other trusted adult. This prevents further abuse and helps to protect other children. Let the Scout know he or she will not be blamed for what occurred.

<b>Group 1/1/ to 1/31/14</b>	<b>Total Adults</b>	<b>YP Trained Adults</b>	<b>Percent Trained</b>
Mid Iowa Council	5390	3917	72.67%
Bo Qui District	829	608	72.34%
Broken Arrow District	695	533	76.69

*Youth Protection has its own hot button on the Mid-Iowa Council Web Site. This site is very informative and has telephone numbers for reporting and links to the BSA National Site for on-line training.*

*Scout Shorts has a Hot Button that will take you directly to the BSA National YP Training site.*

*District YP Champions will meet at the Council Key Leadership Conference on February 15 at Kaplan University.*

Golden Eagle District	395	291	73.67
Hawk Eye District	1095	832	75.98
Raccoon River Valley District	1990	1378	69.25
Tamaha District	381	274	71.92

<b>Council Wide Group</b>	<b>Total Adults</b>	<b>YP Trained</b>	<b>Percent Trained</b>
Crew	218	183	83.94%
Pack	3118	1821	58.40%
Post	57	8	14.04%
Team	56	54	96.43%
Troop	1929	1844	95.57%

The February charts gives us a snapshot on our priorities. Council wide our volunteer adults with current youth protection training continues to rise, but as you can see our Pack and Crew leadership are in need of assistance in getting youth protection trained.

We are still in need of each District to designate a Youth Protection Champion.

Thank you for your on-going diligence in keeping our Scouts Safe!

Marv Wilson  
Mid Iowa Council Youth Champion

***“Every Scout Deserves a Trained Leader”***

**Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

**BOY SCOUTS OF AMERICA RECOGNIZES YOUTH PROTECTION MONTH**  
*Leading Youth Service Organization Encourages Education, Prevention and Reporting of Child Abuse*

In response to the increase each year in child abuse, and as part of a continued effort to educate youth and adults to recognize and report child abuse, the Boy Scouts of America (BSA) is recognizing April as Youth Protection Month.

Each year, the number of reported incidents of child abuse increases. According to the National Clearinghouse on Child Abuse and Neglect Information, in 2003 an estimated 1.9 million referrals (current 2011) concerning child welfare were made to and investigated by state child protective services agencies (CPS). This is only an estimate and does not include the vast numbers of unreported incidents and incidents not accepted for investigation. Of that 1.9 million, more than 900,000 children were determined to be victims of abuse or neglect, and more than 100,000 victims of sexual abuse.

Throughout April, BSA will place extra emphasis on its Youth Protection programs and initiatives. Boy Scout councils across America have access to a newly revised DVD set of educational programs for youth and parents on personal safety, recognizing dangerous situations and avoiding becoming victims.

"Child sexual abuse is a problem in our society, and it demands the attention of all youth-serving organizations," said Bob Hopper, Scout Executive, Mid Iowa Council, of the BSA. "This is why April as Youth Protection Month is so very important. The Boy Scouts of America champions parents becoming actively involved with their children. In combating child abuse, we stress the importance of parents having ongoing communication with their children. It is worthwhile to talk to your children every day and take time to listen and observe."

The BSA program targets child abuse on five primary levels, focusing on: education in detecting and preventing child abuse; leader selection procedures for organizations that charter Scout troops and packs, Venturing Crews and Explorer Posts; rules to help prevent abuse; prompt reporting of incidents; and action when incidents are reported.

Throughout all levels of Scouting, the BSA empowers youth to prevent child abuse through the **"Three R's Of Youth Protection" - Recognize, Resist and Report.**

**Recognize** that anyone could be a child abuser, and be aware of situations that could lead to abuse

**Resist** advances made by child molesters to avoid being abused, and know that it is OK to tell adults "no," which many children feel they should not do out of respect for adults

**Report** any molestation or attempted molestation immediately to parents or other trusted adults

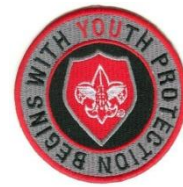
Boy Scout councils throughout the United States will also participate in a variety of activities to recognize April as "Youth Protection Month," including online leader training updates, unit

discussions of youth protection information, viewing of youth protection videos, child ID kits and fingerprinting and more.

Serving nearly 4.5 million young people between 7 and 20 years of age with more than 300 councils throughout the United States and its territories, the Boy Scouts of America is the nation's foremost youth program of character development and values-based leadership training. For more information on the BSA, please visit [old.scouting.org](http://old.scouting.org).



# Mid Iowa Council Boy Scouts of America Youth Protection Champion



## Boy Scouts of America Observes Youth Protection Month

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### *Scouting Leadership, Volunteers, and Members Reflect on Progress and Reinforce Safety Efforts*

In observance of April as Youth Protection Month, the Boy Scouts of America is working to raise awareness about the dangers and challenges facing youth, and to reiterate the BSA's own policies and procedures to protect youth. This year, Scouting is encouraging local councils and individual Scouting units to focus on two critical areas: effectively recognizing and reporting child abuse, and Internet safety.

"Youth protection is—and has always been—of paramount importance to the BSA, and we continue to enhance our policies and procedures in line with the growing awareness of the dangers and challenges facing youth," said the BSA's Chief Scout Executive, Bob Mazzuca. "Scouting's leadership works throughout the year to ensure we remain at the forefront of these important issues. Youth Protection Month provides an ideal opportunity for all of Scouting—including our volunteers and parents—to review important safety information with the children in our lives and to reaffirm our commitment to protect them."

In July 2010, the BSA appointed Michael Johnson, an internationally recognized expert on child abuse investigation and prevention, as its first full-time Youth Protection director. Johnson and his team will continue to review the BSA's policies, procedures, and training materials and recommend continued enhancements to ensure the BSA remains at the forefront of youth protection. Since last summer, the BSA has made the following enhancements to its youth protection efforts:

**Improved Tools to Encourage Prompt Reporting of Abuse:** The BSA's Youth Protection Team has increased and clarified national standards for reporting inappropriate conduct, which were published in the 2011 edition of the *Guide to Safe Scouting*. Additionally, the BSA is publishing a series of fact sheets to help volunteers recognize various types of abuse and is launching new online tools to encourage prompt reporting.

**Mandatory Training for All Adult Volunteers:** Effective June 1, 2010, the BSA required all adult volunteers to complete Youth Protection training every two years in order to maintain their membership. Since that time, approximately 640,000 people have taken the training. Johnson also has led a series of in-person workshops to review safety information and ensure volunteers understand how to recognize and report abuse.

**Social Media Guidelines:** In conjunction with Youth Protection Month, the BSA released guidelines for Scouts and Scouting’s adult leaders on how to safely use social media. These guidelines are available at:

<http://www.scouting.org/scoutsource/Marketing/Resources/SocialMedia.aspx> and are part of the BSA’s continuing effort to enhance and expand its youth protection programs.

“Mike Johnson and his support team, made up of people from multiple disciplines, are already having a positive impact on our organization,” “The challenges and dangers facing today’s youth continue to change and expand,” Johnson said. “At all levels of the organization, Scouting takes very seriously its responsibility to adapt to these evolving needs. We are steadfastly committed to the continued advancement of these efforts. The BSA simply refuses to compromise on the safety of youth, and I am proud to be part of this organization.”

**About the Boy Scouts of America**

The Boy Scouts of America prepares young people for life by providing the nation’s foremost youth program of character development and values-based leadership training. The Scouting organization is composed of 2.7 million youth members between the ages of 7 and 21, and more than a million volunteers, in nearly 300 local councils throughout the United States and its territories. For more information, please visit [www.scouting.org](http://www.scouting.org).

**Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## **Know the Facts: BSA Youth Protection**

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Youth protection is of paramount importance to the Boy Scouts of America. Recognizing that this commitment requires sustained vigilance, the BSA has continued to develop and enhance its efforts to protect youth, regularly consulting with experts from law enforcement, child safety, psychology, and other disciplines to ensure its efforts consistently evolve along with the ever-changing awareness of the dangers and challenges facing youth. The BSA takes a multi-layered approach to youth protection: (1) local selection of adult volunteers with the support of the national organization, (2) education and training, and (3) clear policies such as no "one on one" activities, and immediate reporting of any concerns.

### **1. Local Selection of Adult Volunteers With the Support of the National Organization**

- **Chartered organizations provide local insight and ongoing supervision.**  
The most important responsibility of a chartered organization is the selection of quality leadership for the Scout unit. The involvement of local chartered organizations (churches, schools, or civic groups) helps ensure that selected volunteers are known and trusted in the community.
- **Adults selected by chartered organizations apply for leadership roles.**  
From its earliest days, the BSA has had a mandatory application and registration process to screen adult volunteers. The application requires adults who have been selected as potential leaders of youth by a chartered organization to provide references, past addresses, and other community affiliations, and to disclose any criminal conviction or allegations of child abuse. This information helps the chartered organization verify the applicant's suitability for Scout leadership.
- **The BSA requires criminal background checks on all adult volunteers.**  
The BSA grants membership to an adult volunteer only after a national criminal background check is performed. The background checks are administered by LexisNexis, a nationally respected third party that also provides this service to local, state, and federal governments; educational institutions; and other nonprofits.
- **The BSA's Ineligible Volunteer Files provide an added layer of protection.**  
Scouting takes any allegations of inappropriate behavior seriously, whether or not the individual ever served as a Scout leader, and whether or not that person behaved inappropriately with a Scout or any other child. Scouting policy requires the prompt reporting of inappropriate conduct. When such issues are reported, the individual is added to the Ineligible Volunteer Files maintained by the National Council, whether or not the allegations are proven. The Ineligible Volunteer Files have successfully kept dangerous and potentially dangerous individuals out by enabling Scouting to identify those individuals who have been barred from the organization, even based on suspicion alone.

### **2. Education and Training**

- **Every parent completing a youth membership form acknowledges awareness of the BSA's youth protection and affirms their intention to review the booklet, "How to Protect Your Children from Child Abuse: A Parent's Guide," which is included in every Cub Scout and Boy Scout handbook.**

Every application for youth membership advises parents about the basic principles of youth protection, including the "two deep" leadership requirement for every Scouting activity.

- **Parents and youth are required to review Youth Protection materials as an advancement requirement.**

Every Cub Scout and Boy Scout handbook includes a separate pamphlet that helps parents speak to their children about youth protection issues. Parents and youth are required to review these materials together before the child can advance in Scouting.

- **All adult volunteers are required to complete Youth Protection training every two years.**

All adult volunteers, regardless of their position, must have completed Youth Protection training. This training must be taken every two years in order to renew membership. The training is available online 24 hours a day, seven days a week.

- **Scouting empowers youth Personal Safety Awareness skills, including the "three R's."**

The "three R's" of Youth Protection convey an important message in a clear manner easily understood by youth members:

- **Recognize** situations that place them at risk of being molested, how child molesters operate, and that anyone could be a molester.
- **Resist** unwanted and inappropriate attention. Resistance will stop most attempts at molestation.
- **Report** attempted or actual molestation to a parent or other trusted adult. This prevents further abuse and helps protect other children. Help them understand that they will not be blamed for what occurred.

- **Youth protection information is communicated through videos and other written materials.**

The BSA makes Youth Protection videos and other resources available to units to present on an annual basis to their members. Scouts must take Youth Protection training periodically as a requirement for rank advancement. Educational materials are routinely updated and most are available in both English and Spanish.

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### **3. Policy Initiatives**

- **Mandatory Reporting.**

All persons involved in Scouting shall report to local authorities any good faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. No person may abdicate this reporting responsibility to any other person. The Scout Executive must be notified of this report, or of any violation of BSA's Youth Protection policies, so he or she may take appropriate action for the safety of our Scouts, make appropriate notifications, and follow-up with investigating agencies.

- **The BSA has a Youth Protection director dedicated to the continued enhancement of Scouting's Youth Protection training programs and policies.** Effective July 24, 2010, Mike Johnson joined the BSA as its Youth Protection

director. Johnson is a seasoned police detective and an internationally recognized expert on child abuse investigation and prevention who has conducted hundreds of training sessions for law enforcement and child services professionals around the world. Johnson, along with other professionals, employees, and Scouting volunteers, is constantly reviewing our Youth Protection policies, procedures, and training materials while also looking for opportunities to work with other organizations and experts to further advance our youth protection efforts.

- **At least two adults supervise all Scouting activities.**

One-on-one contact between adults and youth members is not permitted. In compliance with the BSA's "two deep" leadership policy, two registered adult leaders or one registered leader and a parent of a participant, or other adult, one of whom must be 21 years of age or older, are required on all trips and outings. In situations requiring a personal conference, such as a Scoutmaster's conference, the meeting is to be conducted in view of other adults and youth. The chartered organization is responsible for ensuring that sufficient leadership is provided for all Scouting activities.

- **Privacy of youth and adult members is safeguarded by BSA policy.**

Adult leaders must respect the privacy of members and protect their own privacy especially in situations such as changing clothes and taking showers at camp. The BSA strongly encourages councils to have separate shower and latrine facilities for females as well as separate facilities for youth. When separate facilities are not available, separate times for male and female and/or youth and adult showering should be scheduled and posted. No youth is permitted to sleep in the tent of an adult other than his or her own parent or guardian.

- **Scouts are instructed to use cameras, cell phones, and other digital devices responsibly.**

While most members use cameras, cell phones, and other imaging devices responsibly, it has become very easy to invade other individuals' privacy. Scouting policy prohibits the use of any device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants. Additionally, Scouts are not to send sexually explicit photographs or videos electronically.

- **All aspects of the Scouting program are open to observation by parents and leaders.**

The BSA does not allow any secret organizations as part of its program nor does it condone physical hazing or initiations as part of any Scouting activity. Parents are encouraged to attend all Scouting activities.

- **All of the BSA's Youth Protection policies are clearly defined and available for all to review.**

BSA policies are included in training materials and posted online at [www.Scouting.org](http://www.Scouting.org) , which clearly sets forth member and unit responsibilities.

## **Questions and Answers About the BSA's Youth Protection**

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### **1) What policies are in place to foster Scouts' safety and well-being?**

Scouting takes a multi-layered approach to youth protection. Here are the key elements:

#### **Local Selection of Adult Volunteers With the Support of the National Organization:**

Local chartered organizations select and screen leaders who are known and trusted by the local community. These potential leaders then submit their application to the BSA, which submits the names to a third-party vendor for criminal background checks. Following that process, the BSA determines whether it has any information that would indicate that she or he does not meet our membership standards or has engaged in conduct that is inconsistent with the safety of youth.

#### **Education and Training:**

Our education and training are specifically designed to teach Scouts, parents, and adult volunteers to recognize, resist, and report abuse—in and out of Scouting. The BSA provides parents with youth protection information on the youth application and in the parent guide found in Cub Scout and Boy Scout handbooks. Adult volunteer leaders must take Youth Protection training as a requirement for joining and must renew this training every two years. Youth also must review Youth Protection materials periodically as a requirement for rank advancement.

#### **Policy Initiatives:**

We have established clear policies to help protect youth participating in our programs, including our policy that prohibits youth from being alone with an adult volunteer. These policies are clearly stated in training materials and on [www.Scouting.org](http://www.Scouting.org).

### **2) How are adult leaders selected?**

All potential volunteer Scout leaders must apply through the unit's chartered organization. The involvement of these organizations (such as churches, schools, and civic groups) helps ensure that volunteers are known and trusted in the community. After local reference checks, approval by the chartered organization, and a national criminal background check, the applicant's information is submitted to the BSA and is checked against the organization's Ineligible Volunteer Files.

### **3) Have all registered adult Scout volunteers undergone criminal background checks?**

Yes. All registered volunteers have undergone a criminal background check.

### **4) Is Youth Protection training a requirement for all adult volunteers?**

Yes, all adult volunteers are required to complete mandatory Youth Protection training.

**5) How is the BSA communicating with its members about sexual abuse and the things they can do to protect themselves?**

Every Cub Scout and Boy Scout handbook includes a separate pamphlet that helps parents speak to their children about youth protection issues. Parents and youth review these materials periodically as the Scout advances in the program. These materials educate and empower youth members to be an active part of their safety by learning such things as the “three R’s” of Youth Protection:

**Recognize** situations that place them at risk of being molested, how child molesters operate, and that anyone could be a molester.

**Resist** unwanted and inappropriate attention. Resistance will stop most attempts at molestation.

**Report** attempted or actual molestation to a parent or other trusted adult. This prevents further abuse and helps protect other children.

The BSA makes available Youth Protection videos and other resources to units to present on an annual basis to their members. Scouts must take Youth Protection training as a requirement for rank advancement.

**6) What is the BSA’s message to parents about youth protection issues?**

Youth protection is of paramount importance to the BSA, and we are committed to making Scouting as safe as possible for all our members. Parents are our most important allies in protecting our youth. All aspects of Scouting are open to observation by parents, and we encourage them to maintain an open dialog with their children and that's why every Cub Scout and Boy Scout handbook includes a separate pamphlet that helps parents speak to their children about youth protection issues.

**7) What should parents do if they suspect inappropriate behavior of any kind with a child?**

All persons involved in Scouting shall report to local authorities any good faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. No person may abdicate this reporting responsibility to any other person. The Scout Executive should be notified of this report, or of any violation of BSA’s Youth Protection policies, so he or she may take appropriate action for the safety of our Scouts, make appropriate notifications, and follow-up with investigating agencies.

**8) What specific steps has the BSA taken in the past decade to address volunteer misconduct within its organization and protect its members?**

Recognizing that youth protection requires sustained vigilance, the BSA has continued to develop and enhance our Youth Protection policies to make Scouting as safe as possible for our members. Key enhancements of the past decade include the following:

2003: Initiated third-party, computerized criminal background checks on all new adult volunteers

2003: Introduced online Youth Protection training—"Youth Protection Guidelines: Training for Adult Leaders and Parents"—to supplement in-person trainings.

2005: Revised "How to Protect Your Children" insert in Boy Scout and Cub Scout handbooks to aid parents in discussing youth protection issues with their children.

2005: Launched new Adult Leader Application that encourages immediate online training for Youth Protection and other immediate needs.

2008: Required all current volunteers to go through a criminal background check.

2008: Implemented Youth Protection requirements for youth to advance in rank.

2010: Established mandatory Youth Protection training for all of the BSA's volunteers.

2010: Hired a full-time Youth Protection director to continue to enhance the BSA's Youth Protection program.

2010: Updated Youth Protection materials to include scenario-based training to raise awareness of potential abuse—even in the Scouting program.

2011: Established a dedicated website focused on communicating the BSA's commitment to youth protection.

2011: Mandatory reporting of suspected abuse.

Throughout this period, the BSA has continued to develop and update educational materials for youth members, including a Youth Protection comic book series for Cub Scouts and personal safety awareness training videos, which are now used both within Scouting and by schools, sports programs, and other community youth groups. Most of these materials are now available in both English and Spanish.

**9) Is it true the BSA maintains confidential reports on incidents of abuse within Scouting? How are they used?**

Yes. The BSA is proactive in collecting and acting upon many kinds of information, including tips and hearsay, even if that information cannot be proven in a court of law. When the BSA receives such information from the local community, the BSA adds their name to the Ineligible Volunteer Files, whether or not the adults were Scout leaders and whether or not the youth involved were Scouts. Centralizing this information helps the BSA identify and keep out persons who are or might be ineligible to serve as volunteer leaders. Used in conjunction with national background checks, the Ineligible Volunteer Files enable Scouting to act more quickly, even on suspicion alone, to identify and keep out persons who have been determined to be ineligible to serve as volunteer leaders. Scouts are safer because of the Ineligible Volunteer Files.

**10) Are recent enhancements to the BSA's youth protection efforts a direct response to recent litigation?**



While recent litigation certainly contributes to the organization's collective knowledge, the BSA's youth protection efforts have consistently expanded along with the changing awareness of the dangers and challenges facing youth, and the BSA continues to review Youth Protection policies, procedures, and training materials to identify opportunities for continued improvement. The ongoing review and enhancement of how to best protect Scouting youth has always been the focus of the BSA and continues to include experts from various disciplines, including law enforcement and child psychology.

## CHAPTER V11

### TRAINING

#### **Important Updates to the Boy Scouts of America's Youth Protection Training Policies**

BSA continually seeks to increase awareness of this societal problem and to create even greater barriers to abuse than already exist today in Scouting.

#### **BSA Policy is:**

**Youth Protection training is required for all BSA registered volunteers. Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of recharter, the volunteer will not be reregistered.**

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep your family safe, see the *Parent's Guide* in any of the Cub Scouting or Boy Scouting handbooks, or go to <http://www.scouting.org/Training/YouthProtection.aspx>.

#### **Mandatory Report of Child Abuse**

All persons involved in Scouting shall report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography; online solicitation; enticement; or showing of obscene material. No person may abdicate this reporting responsibility to any other person.

Notify your Scout executive of this report, or of any violation of BSA's Youth Protection policies, so that he or she may take appropriate action for the safety of our Scouts, make appropriate notifications, and follow up with investigating agencies.

#### **Questions and Answers**

**The following are answers to some of the questions we have received about these important updates. To read more, visit [www.scouting.org/youthprotection](http://www.scouting.org/youthprotection) .**

Q1: What is your policy?

A1: All registered adult volunteers—no matter what their position entails—must complete Youth Protection training.

Q2: Why is Youth Protection Training Required?

A2: Youth safety is of paramount importance to the Boy Scouts of America, therefore, it is important to implement this training at all levels of the organization. The BSA is always reevaluating and reassessing its policies to ensure the safest youth program and the best training are offered. The BSA's Youth Protection training has been in existence long enough for it to be understood and accepted as a mandated training for all registered BSA adult volunteers.

Q3: When does Youth Protection Training have to be taken?

A3: All registered leaders are required to renew their Youth Protection training every two years. No individual leader will be able to register without being up-to-date on his or her Youth Protection training.

Q4: Is there a grace period to get all registered adults trained?

A4: If a leader's Youth Protection training is not current, the volunteer must take or renew this training immediately. Every effort should be taken so that all adults involved in Scouting have a current certificate of completion of the youth protection training.

Q5: Does "all registered volunteers" mean all registered volunteers — even board members and council presidents?

A5: Yes. The goal is to have all registered volunteers Youth Protection trained. This is important to the Boy Scouts of America as a youth organization and reinforces the BSA's commitment to the well-being of all youth members and volunteers.

Q6: I am sure I know all there is to know about youth protection. Can I "test out" by only taking the Youth Protection online quiz?

A6: No. Youth protection requires sustained vigilance and a commitment to helping protect youth. You must complete the entire online training in order for your Youth Protection certificate to be valid. This ensures you receive the latest information on BSA Youth Protection.

Q7: Does the executive officer (institutional head) of a unit need to take Youth Protection training?

A7: We believe everyone should take youth protection training, however, the executive officer is not a registered leader so, he or she is not required to complete Youth Protection training, although it is strongly recommended. If the executive officer is a registered member of the BSA, then he or she must complete Youth Protection training.

Q8: I am a Tiger Cub adult partner and ScoutParent. Do I need to take Youth Protection training?

A8: All registered adults are required to take Youth Protection training. The Tiger Cub adult partner and ScoutParent designations are not registered adult positions; therefore, mandatory Youth Protection training is not required. However, under the initiative “Youth Protection Begins with You,” it is strongly recommended, however, that all adults involved in Scouting take Youth Protection training.

Q9: I am an Explorer post Advisor. Does this new policy apply to me?

A9: Yes. All registered adults are required to take Youth Protection training.

Q10: Do leaders need to wait until they have final clearance on the background check to meet with youth?

A10: No. As long as their application is fully completed, submitted to the council service center, and approved, they will be able to interact with other registered & trained adult leaders and youth members while the criminal background check (CBC) is still pending.

Q11: Do merit badge counselors need to take Youth Protection training?

A11: Yes. A merit badge counselor is a registered volunteer position.

Q12: Can units that have some adult leaders who have not completed Youth Protection training be rechartered?

A12: In order for a unit to be rechartered, it must have all the required positions filled with Youth Protection-trained adults. Adults who do not have current (within the past two years) Youth Protection training will not be reregistered.

Q13: Can a council or district organize Youth Protection group training for its adults?

A13: Yes. It is encouraged that adults take the training via the online module, but the instructor-led model is still acceptable as long as the most current version of the Youth Protection DVD is used and the end-of-course quiz is proctored by the trainer at the end of the training session. Reminder: It is critical that training completion certificates be issued after successful completion and that a formal training record roster be submitted to the council registrar so proper credit can be recorded in the profiles of each participant.

Q14: Will both the regular and Venturing leader versions of Youth Protection training meet the requirement?

A14: Yes, as long as the most current versions of the DVDs are used for group training. The online version is the preferred method, as it allows for those taking the training to get one-on-one training and take all the time they need for review. The individual is issued an immediate certificate of completion, which allows for the updating of the volunteer's ScoutNet record.

Q15: If a person is not a registered leader, how can he or she log in and take the Youth Protection training?

A15: A person does not have to be a registered volunteer to take Youth Protection training. To take the training, log in to [myscouting.org](http://myscouting.org) and click on create an account. After you have confirmed your new myscouting account user name and password, log in to [myscouting.org](http://myscouting.org) and click on e-training to begin the Youth Protection training. Upon completion, print a certificate to submit with a completed adult leader application to the unit leader or your local council representative for processing. Remember to keep a copy for your records.

Once the application is approved, the new leader will receive his or her membership card with their member ID. It is important that new members log back in to [myscouting.org](http://myscouting.org) and update their profile with this member ID to receive credit for completing this and any other training.

# Why you should take Youth Protection Training today

By Chris Tucker

Illustrations by Phil Foster

From the January-February 2013 issue of *Scouting* magazine



Concern for youth safety has been ingrained in the Boy Scouts of America's DNA since the beginning. Michael Johnson, BSA's Youth Protection director, talks with *Scouting* magazine about the ongoing effort:

If you had one message, what would it be? Youth protection can be best achieved through the shared involvement of everyone in Scouting. This includes Scouting professionals who are expected to increase the awareness of Youth Protection policies, make training available to

everyone, encourage all Scouting units to include personal safety awareness education in their programs, and ensure youth protection is considered in all council-sponsored activities; volunteers and leaders who must create a culture of awareness and safety within their units and councils, and ensure their units follow the BSA's Youth Protection policies; parents who should monitor and participate in their children's activities and teach them personal safety skills; and anyone who becomes aware of possible abuse within Scouting and must report any suspicion to the proper authorities for review and investigation.

Why is Youth Protection training so important? It communicates the values that Scouting takes seriously. Most people know very little about the dangers that confront children every day. This training helps make professionals, volunteers, and parents more aware, and it empowers them to help protect youth. It also communicates to parents that volunteers have basic knowledge of these dangers and gives them a little more confidence in the leadership and in the organization.

Who should undergo Youth Protection training? Everyone. All registered Scout leaders, any Scout parent who attends trips or campouts, merit badge counselors, and anyone with a connection to youth. If you're a past member, current member, parent, or volunteer, you should be Youth Protection trained.

What are some of the top dangers to youth? Ignorance—not knowing that child abuse exists and not knowing what to look for. Children may face some type of abuse at home—physical abuse, neglect, sexual abuse. They may get bullied in school, or exposed to predators or illicit materials while online. Or the threat may come from neighbors or other parents and youth.

What are some recent steps the BSA has taken to protect youth? We've partnered with the National Center for Missing & Exploited Children to offer the NetSmartz Internet safety program ([netsmartz.org](http://netsmartz.org)) to Scouters and Scouts. The center derives a lot of information from the

International Crimes Against Children Task Forces. They have police officers online pretending to be youth and identifying child predators. Information about NetSmartz goes into our training materials. We've updated our Youth Protection training, and we have started a national effort to work with other youth agencies.

What should parents do? Take the training! It's imperative that parents and volunteers know Scouting's Youth Protection policies, which include our barriers to abuse: the classic two-deep leadership and no one-on-one contact policies, as well as our mandatory reporting of child abuse and our social media guidelines.

What about the growing popularity of social media (Facebook, Twitter, Instagram)? We're preparing our Scouts for this emerging threat. The reality is that behaviors such as grooming victims and inappropriate contact with youth are happening more and more online. That's why last year we rolled out the Cyber Chip ([scouting.org/cyberchip](http://scouting.org/cyberchip)). It's our latest weapon in the arsenal of personal safety—helping kids recognize problematic issues, respond in the moment, and report problems to their parents without shame or embarrassment.

Learn more about the BSA's Youth Protection policies and take the online training.

## Resources for Champions



**State Statutes on Child Welfare** —Reporting requirements for child abuse differ from state to state. The Child Welfare Information Gateway provides access to information and resources on a variety of topics, including state statutes on child abuse. This site is not operated by the Boy Scouts of America.

**Guide to Safe Scouting**—The purpose of the Guide to Safe Scouting is to prepare adult leaders to conduct Scouting activities in a safe and prudent manner.

**It Happened to Me: Cub Scout Meeting Guide Video Facilitator Guides**— A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

**A Time to Tell: Troop Meeting Guide Video Facilitator Guides**—English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

**Personal Safety Awareness Meeting Guide (Venturing Program) Video Facilitator Guides**—A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

**Youth Protection Training Facilitators Guide —Video Facilitator Guides.**   
**Camp Leadership: A Guide for Camp Staff and Unit Leaders** —Brochure for unit leaders and camp staff who are responsible for providing a safe and healthy camp setting where Scouts are free from the worries of child abuse.

**ScoutHelp**—Support is available for victims of past abuse.

**Cyber Chip**—To help families and volunteers keep youth safe while online, the BSA introduces the Cyber Chip. The Cyber Chip portal showcases Cyber Chip resources including grade-specific videos for each level.

**Scouting Healthy and Safely** —The council guidebook for the Enterprise Risk Management Committee and those focused on health and safety and risk management.

**National Youth Protection Symposium (2012)** —Information, presentations, and papers collected as part of the 2012 National Youth Protection Symposium held in Atlanta, Ga.



## Key Resources

### [State Statutes on Child Welfare](#)

Reporting requirements for child abuse differ from state to state. The Child Welfare Information Gateway provides access to information and resources on a variety of topics, including state statutes on child abuse. This site is not operated by the Boy Scouts of America.

### [Guide to Safe Scouting](#)

The purpose of the *Guide to Safe Scouting* is to prepare adult leaders to conduct Scouting activities in a safe and prudent manner.

### [It Happened to Me: Cub Scout Meeting Guide](#)

Video Facilitator Guides. A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

### [A Time to Tell: Troop Meeting Guide](#)

Video Facilitator Guides. English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

### [Personal Safety Awareness Meeting Guide](#) (Venturing Program)

Video Facilitator Guides. A sample letter to parents and guardians as well as English and Spanish meeting guides for facilitators' use when showing the age-appropriate sexual abuse prevention video.

### [Youth Protection Training Facilitators Guide](#)

Video Facilitator Guides.

### [Cyber Chip](#)

To help families and volunteers keep youth safe while online, the BSA introduces the Cyber Chip. The Scouting portal showcasing Cyber Chip resources includes grade-specific videos for each level.

### [Youth Protection Champions](#)

To address the need for Youth Protection—specific volunteers at all levels, the BSA has implemented its new Youth Protection Champions program. These volunteer champions will be the key drivers of Youth Protection at their assigned levels.

### [Camp Leadership ... A Guide for Camp Staff and Unit Leaders](#)

Brochure for unit leaders and camp staff who are responsible for providing a safe and healthy camp setting where Scouts are free from the worries of child abuse.

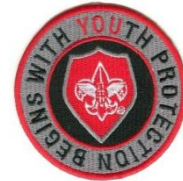
### [ScoutHelp](#)

Support is available for victims of past abuse.

## APPENDIX A

### Mid Iowa Council Youth Protection Champion December 2013

#### **Mid Iowa Council Boy Scouts of America Youth Protection Champion**



### **Council Youth Protection Champion**

#### **Summary**

Mid-Iowa Council is a leading in the nation for its commitment to 100% Scout Leaders trained in Youth Protection including every member of the Council Executive Board.

To maintain and enhance this commitment it is important that an Executive Board member be the Council Youth Protection Champion responsible for support and oversight of the administration and delivery of the BSA's Youth Protection program to Mid-Iowa Council through its districts, units, and chartered organizations.

One important goal is provide and encourage Youth Protection training for all members and parents to insure everyone is aware of their responsibility to keep Scouting youth and all youth safe. Other tasks will include disseminating initiatives, programs, and communications at all levels.

These positions are appointed for a one-year term, or longer if needed, based on qualifications and work-related fields. This program and more information will be coming soon. Readers should remember that protecting our youth and providing a safe and enjoyable experience for everyone is *The Main Thing!*

#### **Reports to:**

Council President

#### **Advisor:**

Field Director

#### **Responsibilities**

- Recruit members, meet regularly, and give leadership to the **Council Youth Protection Committee**.
- Assist in developing and be willing to deliver Youth Protection training programs. Determine and implement council actions to achieve 100 percent Youth Protection-trained leaders.
- Conduct an assessment of the council's compliance with the BSA's Youth Protection policy.
- Ensure all council and unit activities are consistent with Youth Protection policies and procedures.
- Work with the Council's Commissioner Staff and training committee to ensure Youth Protection training does not create an impediment for on-time unit charter renewal.
- Spearhead the council's **Youth Protection Month observance**.
- Ensure the council website includes a **Youth Protection tab** with phone number for reporting violations of Youth Protection policy or allegations of abuse and/or violations of BSA safety or social media guidelines.

## APPENDIX B

### Mid-Iowa Council Youth Protection Committee

#### *Mid Iowa Council Boy Scouts of America Youth Protection Champion*



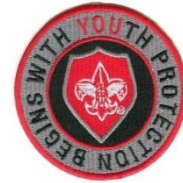
#### Mid Iowa Council Youth Protection Committee

Area	Name	Telephone	E-Mail
Council	Marv Wilson	515-360-0081	Mj_wilson@att.net
Hawk Eye	Dan Fischer	515-280-1086	dedduc@mchsi.com
BoQui	Kurt Cook	515-953-0534	cooklds@hotmail.com
RRV			
Tamaha			
Golden Eagle			
Broken Arrow			

## APPENDIX C

### Mid-Iowa District Youth Protection Champion

## **Mid Iowa Council Boy Scouts of America Youth Protection Champion**



### ***District Youth Protection Champions***

#### **Summary**

Mid-Iowa Council is a leader in the nation for its commitment to 100% Scout Leaders trained in Youth Protection.

The goal is to provide and encourage Youth Protection training for all members and parents. This will insure that everyone is aware of their responsibility to keep Scouting youth and all youth safe. These positions are appointed for a one-year term, or longer if needed.

#### **Responsibilities**

- Participates as a member of the **Council Youth Protection Committee**.
- An active member of the **District Committee** to carry out responsibilities of the Boy Scouts of America Youth Protection Program.
- **Ensures 100% compliance** that all district volunteers are trained and up to date with Youth Protection.
- Deliver **Youth Protection training**.
- Ensure all **district activities** are consistent with Youth Protection Policies and Procedures.
- Conduct an assessment of the **district's compliance** with the BSA's national Youth Protection policy.

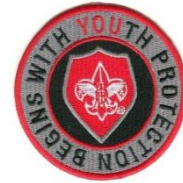
#### **Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## APPENDIX D

### Mid-Iowa Council Unit Youth Protection Champion

## ***Mid Iowa Council Boy Scouts of America Youth Protection Champion***



### ***Unit Youth Protection Champion***

#### **Summary**

Mid-Iowa Council is a leader in the nation for its commitment to **100% Scout Leaders trained in Youth Protection**.

The important goal is to provide and encourage Youth Protection training for all members and parents to insure everyone is aware of their responsibility to keep Scouting youth and all youth safe. Other tasks will include disseminating initiatives, programs, and communications at all levels.

These positions are appointed for a one-year term, or longer if needed.

#### **Duties Responsibilities**

- Ensure all **unit activities** are consistent with Boy Scout Youth Protection Policies and Procedures.
- Assist in increasing **awareness, education, and focus** on Youth Protection in both the unit and chartered organization.
- Develop and monitor the **unit's strategy** for delivering the BSA's Youth Protection Training to 100 percent of its volunteer leaders, and its parents in accordance with BSA registration requirements.
- Keep the unit committee and chartered organization **up to date** on Youth Protection status for the unit.
- Ensure that **Youth Protection Training** is made available at the unit level for all leaders and parents, through on- line training and other opportunities including roundtable training.
- Understand the council's after hour's **notification process** and how it works.

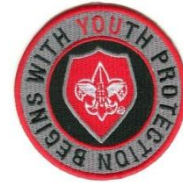
#### **Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## APPENDIX D

### Mid-Iowa Council First Youth Protection Month Emphasis

# *Mid Iowa Council Boy Scouts of America Youth Protection Champion*



## **Boy Scouts of America Observes Youth Protection Month**

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### ***Scouting Leadership, Volunteers, and Members Reflect on Progress and Reinforce Safety Efforts***

In observance of April as Youth Protection Month, the Boy Scouts of America is working to raise awareness about the dangers and challenges facing youth, and to reiterate the BSA's own policies and procedures to protect youth. This year, Scouting is encouraging local councils and individual Scouting units to focus on two critical areas: effectively recognizing and reporting child abuse, and Internet safety.

"Youth protection is—and has always been—of paramount importance to the BSA, and we continue to enhance our policies and procedures in line with the growing awareness of the dangers and challenges facing youth," said the BSA's Chief Scout Executive, Bob Mazzuca. "Scouting's leadership works throughout the year to ensure we remain at the forefront of these important issues. Youth Protection Month provides an ideal opportunity for all of Scouting—including our volunteers and parents—to review important safety information with the children in our lives and to reaffirm our commitment to protect them."

In July 2010, the BSA appointed Michael Johnson, an internationally recognized expert on child abuse investigation and prevention, as its first full-time Youth Protection director. Johnson and his team will continue to review the BSA's policies, procedures, and training materials and recommend continued enhancements to ensure the BSA remains at the forefront of youth protection. Since last summer, the BSA has made the following enhancements to its youth protection efforts:

**Improved Tools to Encourage Prompt Reporting of Abuse:** The BSA's Youth Protection Team has increased and clarified national standards for reporting inappropriate conduct, which were published in the 2011 edition of the *Guide to Safe Scouting*. Additionally, the BSA is publishing a series of fact sheets to help volunteers recognize various types of abuse and is launching new online tools to encourage prompt reporting.

**Mandatory Training for All Adult Volunteers:** Effective June 1, 2010, the BSA required all adult volunteers to complete Youth Protection training every two years in order to maintain their membership. Since that time, approximately 640,000 people have taken the training. Johnson also has led a series of in-person workshops to review safety information and ensure volunteers understand how to recognize and report abuse.

**Social Media Guidelines:** In conjunction with Youth Protection Month, the BSA released guidelines for Scouts and Scouting's adult leaders on how to safely use social media. These guidelines are available at:

<http://www.scouting.org/scoutsource/Marketing/Resources/SocialMedia.aspx> and are part of the BSA's continuing effort to enhance and expand its youth protection programs.

"Mike Johnson and his support team, made up of people from multiple disciplines, are already having a positive impact on our organization," "The challenges and dangers facing today's youth continue to change and expand," Johnson said. "At all levels of the organization, Scouting takes very seriously its responsibility to adapt to these evolving needs. We are steadfastly committed to the continued advancement of these efforts. The BSA simply refuses to compromise on the safety of youth, and I am proud to be part of this organization."

#### **About the Boy Scouts of America**

The Boy Scouts of America prepares young people for life by providing the nation's foremost youth program of character development and values-based leadership training. The Scouting organization is composed of 2.7 million youth members between the ages of 7 and 21, and more than a million volunteers, in nearly 300 local councils throughout the United States and its territories. For more information, please visit [www.scouting.org](http://www.scouting.org).

#### **Boy Scouts of America Youth Protection Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## APPENDIX F

Although not a separate resolution, below are the details from the minutes of the August 15, 2012 Executive Committee Meeting where the YPT training for all adult leaders being required, was approved by the executive committee.

Cindy

### **I. Action Items**

- A. **Leader Training Proposal** presented by Mark Hanson, Vice President Program

#### **Youth Protection Training “YPT”**

The Council Training Task Force is submitting a proposal to elevate Mid-Iowa Council to have 100% trained leaders by 2016 – 2018. This involves, as an initial step, requiring all Cub Scout leaders to take Youth Protection Training before they can be approved as a registered leader.

A copy of the proposal was provided to each Executive Committee Member, in their packets.

**Motion:** Mid-Iowa Council take the position that all new Cub Scout Leaders complete Youth Protection Training before their application will be accepted.

**Motion:** Mark Hanson

**Second:** Wayne Stewart

### **DISCUSSION:**

- ☐ Only Youth Protection Training, not position specific training, would be required for new leaders at this time. This would be step one toward the goal of 100% leaders training.
- ☐ Long-term vision would be 100% leaders trained, including position specific training, by 2018. This process would begin with educating all volunteer leaders prior to the expectation of 100% leaders trained.
- ☐ It was recommended the statement not use “accepted” but instead use “approved”.
- ☐ New leaders will need to be provided a handout on how to complete this training and have it properly recorded on their record.



- Last year the council had approximately 34 units with defective applications due to Youth Protection Training. Those units could not be recharter because some of their leadership had not completed Youth Protection Training. Technically, those units dropped. Approximately 10 of those units are returning this fall after seeking out other leadership willing to complete the training.
- Training can be completed a number of ways, including: online, as a group at unit meetings by DVD and answering the questions, and it is also provided throughout the council and districts at meetings, summer camp, etc.
- A request was made that the Training Task Force provides detail on their plan for position specific training.

**Restated Motion:** For the Executive Committee to approve the Training Task Force Proposal.

**Friendly Amendment 1:** Change “accepted” to “approved” on the proposal.

**Friendly Amendment 2:** All new adult leaders (not just new Cub Scout leaders) are required to successfully complete Youth Protection Training before their membership application may be approved (not “accepted”), and all adult leaders must have a current (within two years) Youth Protection Training certification at their unit’s annual recharter date.

**Friendly Amendment 1 and 2 were accepted**  
**Amended Motion was voted on and approved\***

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## **APPENDIX G**

### **Youth Protection Program Mid-Iowa Council (Des Moines, Iowa) [www.midiowacouncilbsa.org](http://www.midiowacouncilbsa.org) June 6, 2014**

Interview participants:

- Marv Wilson, Mid-Iowa Council Youth Protection Champion, [mj\\_wilson@att.net](mailto:mj_wilson@att.net)
- Scott Walters, Mid-Iowa Council Field Director, [scott.walters@scouting.org](mailto:scott.walters@scouting.org)
- Chuck Biskner, Area 5 Program Impact Chair, [cdb3121@gmail.com](mailto:cdb3121@gmail.com)
- Barry Bingham, Central Region Program Impact Chair, [barrybingham@aol.com](mailto:barrybingham@aol.com)

The Mid-Iowa Council had 10,529 youth in Cub Scouts, Boy Scouts, Venturers and Explorers as of December 31, 2013. There are 6 traditional Districts covering 27 counties, of which 3 Districts are in the metro Des Moines area (60% of the youth) and 3 Districts (40% of the youth) are in rural communities.

The Council has established Youth Protection as a critical way of executing Scouting by providing a safe environment through awareness, training and monitoring of Youth Protection. The Council is achieving a culture change where Youth Protection training is simply the right thing to do for our youth and adults.

At the Council web site ([www.midiowacouncilbsa.org](http://www.midiowacouncilbsa.org)), the Home page prominently shows the “Youth Protection” as the second menu choice after “Council.” Under the tab “Youth Protection” are shown:

- Youth Protection Procedures for Volunteers
- Mandatory Reporting of Child Abuse
- Steps to Reporting Child Abuse
- On-line Training

The Council newsletter, Scout Shorts, also prominently discusses Youth Protection.

The Board of Directors for the Mid-Iowa Council places a high priority on Youth Protection and ensuring that registered leaders are trained in Youth Protection. The Board passed a resolution that all leaders must have current (within the last two years) Youth Protection training to be registered with the Council. The Board appointed Marv Wilson, a member of the Executive Board, to serve as the Council Youth Protection Champion. District Youth Protection Champions were appointed, and units are currently establishing Youth Protection Champions.

Key Three for the Council, Districts and Units are using MyScouting Tools to track those with current or expired Youth Protection Training.

The Council has identified the following steps that have proven important to ensure Scouting provides a safe environment for our youth and adults:

1. The Board resolution that all leaders must be currently trained in Youth Protection to be registered.

The national BSA web site (<http://www.scouting.org/Training/youthprotection.aspx>) states:

## Required Training

- Youth Protection training is required for all BSA registered volunteers.
  - Youth Protection training must be taken every two years. If a volunteer's Youth Protection training record is not current at the time of recharter, the volunteer will not be reregistered.
2. Council, District, and unit Youth Protection Champions (Champions) have been identified who promote and ensure all leaders are Youth Protection trained, and that the appropriate steps are taken when issues arise.
  3. Promotion of Youth Protection and training is visible and frequent.

Flyers distributed throughout the Council (see attached June 2014 flyer) are used to promote Youth Protection. The second menu tab on the Council website is "Youth Protection." The Council newsletter stresses Youth Protection training. On-line training is used by roughly 75% of the leaders while the remaining 15% receive face-to-face training conducted by the Council, Districts, and unit training staffs, Roundtable staffs, and Commissioners. Some training occurs in groups (Roundtables, unit gatherings of leaders, etc.).

4. Youth Protection training is encouraged on an **annual basis** rather than waiting for a two-year anniversary of the expiration of training. This approach also keeps everyone up to date on current practices concerning BSA youth protection policies.
5. All volunteers must have completed Youth Protection Training in the last two years in order to be registered for the coming year.
6. All volunteers listed on the charter for a unit must have completed Youth Protection Training the last two years. By doing so the council achieves 100% YPT at least once each year at rechartering.

\*\*\*\*\*

## APPENDIX H

**Mid-Iowa Council  
Boy Scouts of America  
Youth Protection Champion**



June 2014

Greetings Fellow Scouters:

As you may know, we have changed our method of calculating registered volunteers who are current with their Youth Protection training. Thanks to Duane Shultz, District Commissioner, Tamaha District, and our own Scott Walters, who were able to filter out our friends who are not registered, but have taken YPT, such as tiger partners. This new method reflects an accurate picture of those who are registered volunteers with units throughout Mid Iowa Council. This includes both those who have direct youth contact and an overall participation.

**THANK YOU:** to our Commissioners, training teams, round table staff and all Scouters who have a passion for Scouting and providing a safe environment, through awareness, training and monitoring YP activities.

**ANNUAL TRAINING:** Please continue to offer Youth Protection Training at least twice a year, if not more throughout the year, in your district. Your district youth protection champion can assist you with your training needs.

**UNIT YP:** Continue to encourage units to establish a unit youth protection champion as a member of the unit committee. These volunteers will be able to help the committee to maintain YP standards during meetings, activities and outings. They will assist in keeping everyone up to date with their training and assist in providing YP training documentation during re-charter time.

**REMEMBER:** The objective of YP training is to ensure registered volunteers are 100% Youth Protection trained at all times. This will provide a safe experience for our youth and keep youth protection up front and visible throughout the year.

**TRAINING:** We encourage each volunteer to take YPT on an annual basis to maintain up to date training. It will also keep everyone up to date on current practices concerning BSA youth protection policies.

**VENTURING AND EXPLORING:** If you are involved in a unit that has co-ed participants, remember you must be YPT in this very specific YP training that is separate from Boy Scout-Cub Scout YP training.

Mid Iowa Council Youth Protection Champions

Area	Name	Telephone	E-Mail
Council	Marv Wilson	515-360-0081	Mj_wilson@att.net
Hawk Eye	Dan Fischer	515-280-1086	dedduc@mchsi.com
BoQui	Kurt Cook	515-953-0534	cooklds@hotmail.com
RRV	TBD		
Tamaha	Keavin Hill	641-753-8408	Keavin.hill@gmail.com
Golden Eagle	TBD		
Broken Arrow	John Foster	515-708-8512	jfosterfam@iowatelecom.net

***“Every Scout Deserves a Trained Leader”***

**Boy Scouts of America Youth Protection**

**Mission Statement**

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, district, and unit levels.

## APPENDIX I

### Mid Iowa Council – Boy Scouts of America

#### Youth Protection Mission Statement

True youth protection can be achieved only through the focused commitment of everyone in Scouting. It is the mission of Youth Protection volunteers and professionals to work within the Boy Scouts of America to maintain a culture of Youth Protection awareness and safety at the national, regional, area, council, field service council, district, and unit levels.

#### Youth Protection Training Policy

##### A. Introduction

The Boy Scouts of America (BSA) is dedicated to a safe environment for its youth members. BSA's Youth Protection Training (YPT) provides adult leaders with training, tools and resources to protect BSA's youth members. BSA requires all BSA registered adult volunteers to have current YPT. Consistent with the BSA policy, Mid-Iowa Council requires all its registered adult volunteers to have current YPT at all times. Accordingly, Mid-Iowa Council has adopted the following YPT policy:

##### B. New Adult Registrations

New adult registrations will not be accepted without a copy of a current YPT certificate.

##### C. Current Registered Leaders, including Members of the Council Executive Board and Executive Committee

1. All adults who are registered members of the BSA that serve in a capacity outside a unit must have current Youth Protection Training.
  - For example, members of the Council Executive Board and Executive Committee, all Training teams, all FOS teams, all Camporee staff members, National Camp Accreditation Program team members, etc. must have current YPT in order to serve.
  - As to the Council Executive Board and Executive Committee, the Council President, and as to all other activities or events, the activity or event Chair, is required to confirm all those working on his/her staff has current YPT.
  - Negative consequence: Failure to provide current YPT will preclude that volunteer from serving as a Scouting volunteer until valid YPT has been obtained.

2. Every registered adult volunteer and unit leader in resident camp must have current Youth Protection training in order to remain in camp. A “resident camp” is an overnight camping experience lasting 72 hours or more. A “weekend camp” is an overnight camping program, either unit, district, field service council or council based, lasting less than 72 hours.
  - Each adult volunteer must provide verification of current YP Training upon arrival in resident camp.
  - If a volunteer is unable to provide verification of current YP Training upon arrival in a camp operated by Mid Iowa Council then the camp will provide an opportunity for that volunteer to obtain Youth Protection training while in camp.
  - Every registered adult volunteer and unit leader attending a weekend camp must have current YPT in order to participate in the weekend camp experience. Each unit leader is responsible for ensuring the every registered adult volunteer attending the weekend camp has valid YPT.
  - Every unregistered adult participating in a weekend camp is strongly encouraged to have current YPT.
  - Negative consequence: All registered adult volunteers who do not provide verification of current Youth Protection Training while staying overnight in resident camp or who do not successfully complete Youth Protection training offered while in resident camp will be directed to leave camp immediately.
3. The same policy applies to all Scouting volunteers serving in a district, field service council or Mid Iowa Council, including merit badge counselors.
  - Negative consequence: A district, field service council or MCC itself may not re-charter until the submission of YPT certificates for every adult listed on the re-charter application. A merit badge counselor may not counsel a scout until he/she provides verification of current YPT.

D. Status Reports

1. Mid Iowa Council’s YP Champions shall provide the YPT status for each registered volunteer to the Council Key 3, the District Key 3, all council committee chairs three times a year on dates selected by Mid Iowa Council.

E. Training Provided

Mid Iowa Council’s YP Champions, working with the appropriate training teams, shall provide the online, video and/or in person YPT at various venues such as:

1. District Training;
2. Council or camps, activities or events;
3. Roundtable meetings; and
4. Special YPT activities sponsored by the council or field service councils.



F. Youth Protection Information for Youth Members

1. All units are encouraged to make BSA youth protection information available to its youth members.

Adopted: 01/01/15

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## **Resources for Champions**

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## **Appendix A**

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## **Appendix B**

Mid-Iowa Council Youth Protection Committee, Mid-Iowa Council 2013.

## **Appendix C**

Mid-Iowa Council District Youth Protection Champion, Mid-Iowa Council 2013.

## **Appendix D**

Mid-Iowa Council Unit Youth Protection Champion, Mid-Iowa Council 2013.

## **Appendix E**

Mid-Iowa Council First Youth Protection Month Emphasis, Mid-Iowa Council 2014.

## **Appendix F**

Mid-Iowa Council Executive Board Action, May 2013.

## **Appendix G**

Youth Protection Program, Mid-Iowa Council, Best Practices-Central Region BSA, June 6, 2014.

## **Appendix H**

Mid-Iowa Council letter to District, MJ Wilson, Council Youth Protection Champion, 2014.

## **Appendix I**

Sample Policy for the Council concerning Youth Protection Training Policy.

## **Appendix J**

Working with Youth With Special Needs, Mid Iowa Council, March 15, 2014

## **Appendix K**

Mid Iowa Council YP Training Analysis, The Boy Scouts of America, July 2014.

## **APPENDIX J**

### Working with Youth with Special Needs

## **APPENDIX K**

Council Youth Protection Analysis: July 2014