



# Child Safety Training Manual

At Katy's First Baptist Church, we value the safety of our children. To best aid in the protection of our children and the leaders who work with them, we've developed this training. Please, review this manual and complete the quiz. We appreciate your love for our children and your dedication to provide the safest environment for them.

## Section A The Definitions of Sexual Abuse and Child Molestation

The precise legal definition of child sexual abuse or molestation varies from state to state, but in general includes any form of sexual contact or exploitation in which a minor is being used for the sexual stimulation of the perpetrator.

In this training the following pairs of terms will be used interchangeably:

1. Molestation & Sexual Abuse
2. Child & Teenager
3. Adult & Leader

*(From Texas Administrative Code) Title 25, Part 1, Chapter 1, Subchapter Q, Rule 1.203*

*(4) **Child** – A person under 18 years of age who is not and has not been married or who has not had the disabilities of minority removed for general purposes.*

*(22) **Sexual Abuse** – Any sexual activity, including any involuntary or nonconsensual sexual conduct that would constitute an offense under the Penal Code 21.08 (indecent exposure) or Chapter 22 (assaulting offenses), involving a facility and a patient or client. Sexual activity includes but is not limited to kissing, hugging, stroking, or fondling with sexual intent; oral sex or sexual intercourse; and request, suggestion, or encouragement for the performance of sex.*

### Child sexual abuse

- Child sexual abuse or molestation is CRIMINAL BEHAVIOR that involves children in sexual behaviors for which they are not personally, socially, and developmentally ready.
- May be violent or non-violent
- All child sexual abuse is an exploitation of a child's vulnerability and powerlessness in which the abuser is fully responsible for the actions.

### Types of Abuse

1. **Physical Abuse** – includes bodily harm or injury caused by blows or harmful substances, as well as exposure to unreasonable risk of harm or injury.

2. **Emotional and Psychological Maltreatment** – attacks a child’s self-image, often through labels and ridicule.
3. **Neglect** – the failure to provide for a child’s physical, medical, emotional, and safety needs.
4. **Sexual Abuse** – can occur through showing and communicating as well as through touching. Not only forced activity, but also permission and persuasion, can be abusive.

- **Non-touching** sexual abuse offenses include:

- Indecent exposure/exhibitionism
- Exposing children to pornographic material
- Deliberately exposing a child to the act of sexual intercourse
- Masturbation in front of a child

- **Touching** sexual offenses include:

- Fondling
- Making a child touch an adult’s sexual organ(s)
- Any penetration of a child’s orifices by an object that doesn’t have a medical purpose

5. **Other** types of abuse – include abandonment and threats of harm.

(From *Church Mutual Safety Tips on a Sensitive Subject: Child Sexual Abuse*)

## Section B

### Typical Patterns and Methods of Operation of Child Molesters

A **child molester** is described as a person older than the victim, male or female, who experiences any type of sexual act with a child. The majority of child molesters are male.

When young children are close in age (no more than a 3 year age span) sexual contact is called **peer-to-peer** contact. In many cases this is normal childhood behavior, particularly in younger children. In other cases, especially with more than a 3 year age difference or children that are pubescent, molestation may be involved. Any case of sexual contact, regardless of the age of the child, is to be reported to a church pastor or director immediately. He/she will make the determination of the appropriate action to take.

Who is the typical child molester?

Often camps, churches, and communities fall victim to the “Stranger Danger” by believing that molesters are “dirty old men” or “strangers in trench coats.” These stereotypes are not only inaccurate but dangerous as they allow a false sense of security. Often the public becomes obsessed with the stereotype while never suspecting the real molester may be a respected member of the church, camp staff or community.

There are two types of child molesters: **preferential offenders** and **situational offenders**.

#### 1. Preferential Offenders

- Have a particular sexual preference for children of a particular age, gender or a child with specific physical characteristics.
- Extremely dangerous because of their predatory nature.
- Proactive in seeking their victim and aggressively engage in bold and repeated attempts to molest a child.
- Invest significant amounts of time, energy, money and other resources to fulfill their sexual desires.

- Have excessive interest in children, seek access to children, and frequently move to avoid capture.
- May maintain pornographic collections and photograph children and/or their victims.

This type of offender may appear to be the ideal children's/youth worker. They enjoy children and socialize well among children. One preferential offender may have hundreds of victims in a lifetime.

**The best way to deter this kind of offender is to develop an environment that puts the offender, rather than the child at risk. A thorough screening program, proper supervision and accountability will discourage this type of offender.**

## 2. Situational Sex Offenders

- Are opportunists engaging in misconduct when the opportunity presents itself
- Are indiscriminate concerning whom they molest and act completely on impulse
- An example of a situational sex offender would be a youth worker who plans various activities for his youth. He takes several of the students to their homes following the activity. The last person to be dropped off is a young girl who comes from a dysfunctional family. A pattern develops where the offender and the girl sit in the car and talk for an extended period of time. One thing leads to another and the opportunity presents itself, and the youth worker has a sexual relationship with the girl.

Far more situational offenders exist in society than preferential sex offenders, but they have fewer victims.

**To reduce the risk of situational molestation, churches must create an environment of accountability. Screening and supervision are the two key strategies to establish such an environment and, in turn reduce the risk of sexual molestation.**

## Methods of Operation

Sexual predators could employ any of the following methods or strategies to gain access to a child.

- **Seduction** – The molester usually is known to the child. He spends time with the child and normally is trusted by the child. The initial contact with the child is nonsexual but over time advances to be sexual in nature. Molesters may use pornography to lower the sexual inhibitions of the child. The abuser may also use a technique called “grooming”.
- **Grooming** – “Grooming is a gradual and subtle process, and one that has extraordinary power, desensitizing the victim to increasingly inappropriate behavior while rewarding the victim for tolerance of that behavior.” (Where Wolves Wear Shepherds’ Clothing: Helping Women Survive Sexual Abuse, Diana Garland, Ph.D. LMSW-APC, ACSW, and Sheri Ferguson, LCSW, LMFT)
- **Trickery** – Molesters are creative in using the natural desires of a child. Children see adults as authority figures; children are naturally curious and need attention and affection. A molester may use these natural tendencies to trick the child into a situation where these molestations can occur. Molesters will isolate a child from adult supervision where they will be more vulnerable to molestation.
- **Force** – Usually there is little a child can do to resist force. When force is used the child rarely is acquainted with the molester.
- **Secrecy** – is the common thread in these methods of operation. Secrecy is maintained by several methods they include but are not limited to:
  - **Bribery** – This could include gifts, animals or any favors that interest a child.
  - **Blame** – The molester tells the child they are at fault for what has happened, or the child simply blames themselves for not stopping the abuse.

- **Embarrassment** – Children realize that what has taken place is wrong and are embarrassed.
- **Loss of Affection**—Often the molester is a person that is loved by the child.
- **Displaced Responsibility**—The child blames themselves for the molestation.
- **Threats**—Molester will threaten the child or someone in the child’s family with physical harm.

### **Signs to Watch For**

- Workers who spend an exorbitant amount of time with kids
- Adults who prefer the company of children to adult relationships
- Adult who singles out one child for “special” attention
- Seems to spend money on other people’s kids
- Owns children’s books, games, and toys even though he/she has no children

## **Section C**

### **Signs, Symptoms, and Reporting of Suspected Sexual Abuse**

Sometimes there may be signs of sexual abuse even if a child or youth does not speak to you about it. There are many symptoms to look for that may indicate that abuse has occurred, especially if more than one symptom is present.

Listed below are some symptoms that may present themselves in a child or youth that is being abused sexually or otherwise. Many times an individual, that does not know the child well, may not recognize changes in the child’s behavioral patterns.

People that spend time on a regular basis with the particular child may more easily recognize the changes. Often times a child may not report abuse; therefore, we must look for symptoms.

Children who have been abused may exhibit several symptoms or no symptoms. Pay attention when a child exhibits these symptoms.

### **Symptoms/Signs of Sexual Abuse**

- Inappropriate interest in or knowledge of sexual acts
- Seductiveness
- Avoidance of things related to sexuality, or rejection of own genitals or bodies
- Nightmares and bed wetting
- Drastic changes in appetite
- Over compliance or excessive aggression
- Fear of a particular person or family member
- Withdrawal, secretiveness, or depression
- Suicidal behavior
- Eating disorders
- Self-injury
- Torn, stained, or bloody clothing
- Pain or itching in the genital area
- Bruises or bleeding of the genitalia
- Inappropriate sex play with peers or toys
- Fascination with pornography

- Fear of touch
- Abuse of animals
- Touching themselves inappropriately in public
- Apprehension when sexual abuse is mentioned
- Cross dressing

This list of symptoms may be a serious indicator of sexual abuse and a person noticing these symptoms should pay particular attention to a child that exhibits them. The presence of any of these behaviors MAY indicate that sexual abuse has occurred. These behaviors are not, in and of themselves, conclusive evidence that a child has been abused.

#### **Did You Know?**

- Most children are abused by people they know.
- Many people are afraid of reporting sexual abuse.
- Most sexual abuse is probably never reported to authorities.
- Possibly one in three cases of child sexual abuse is not remembered by the adults who experienced the abuse as a child. The younger the child at the time of the abuse and the closer the relationship to the abuser, the less likely the individual as an adult, will remember the abuse.
- Other children are often the perpetrators of child abuse, especially if they have been abused themselves.

#### **Other Signs to Watch For**

- Workers who spend an exorbitant amount of time with kids
- Workers who prefer the company of children to adult relationships
- Workers who singles out one child for “special” attention
- Workers who spend inappropriate amounts of money on other people’s kids
- Workers who own children’s books, games, and toys even though he/she has no children
- Workers who spend a lot of time on the internet/computer
- **LOOK FOR PATTERNS OF BEHAVIOR**

## **Section D**

### **Recommended Rules and Procedures**

Perhaps the greatest challenge to persons choosing to work with children and youth in Church is when one suspects sexual abuse or child molestation or when one confides that they have been abused or molested.

#### **1. How to Avoid Being Accused of Sexual Abuse or Child Molestation**

The following policies are primarily for the protection of children; however, they also serve to protect adult workers from false accusations of abuse.

- **Two-Adult supervision.** No adult should be alone with a child in an isolated place. In situations that require personal conferences, the meeting is to be conducted in view of other adults.

- **No child or teenager is to sit on the lap of an adult.** No leader is to allow a child or teenager to sit on his/her lap or lie in his/her bed. The only exception would be the parent of the child.
- **No frontal hugs.** A leader from time to time may feel a child's need for hug, in order to support or comfort the child. The adult must use a shoulder to shoulder hug.
- **Respect of privacy.** Leaders must respect the privacy of children and teenagers in situations such as changing clothes and taking showers. An adult would only intrude to the extent that the health and or safety of the child would be in question. In the case of safety, one adult may enter the private area, but whenever possible two adults should be present. Children must also respect the privacy of the leaders in these situations. Therefore, it is not permissible for children or adults to move about in an area unclothed.
- **Sleeping accommodations.** Leaders should sleep in an area where the highest level of supervision is possible and should not isolate themselves from general view. When wilderness camping, adults are prohibited from sleeping in pup-type tents with campers unless it is a parent and his or her child. Larger tent housing would require at least two leaders following the same procedures as regular camp housing.
- **Appropriate attire.** Leaders will at all times be dressed modestly. Clothes such as swimsuits, shorts, pants, and tops are not to be revealing or in any way draw attention to the breasts, buttocks or genital area.
- **Rough housing or hazing is prohibited.** A leader will not wrestle, tickle, or in any way engage a child or teenager in an activity where the leader's hands might come in contact with the breasts or genital area of the child. The leader must be particularly careful about physical contact with children while in the swimming area. No leader or child is to participate in any kind of hazing or initiation activity.
- **Bathroom Doors should be open.** For bathrooms in use primarily by children, the main bathroom door should remain propped open. Further, adults should avoid using bathrooms designated primarily for children.

*NOTE: Leaders must monitor each other, not to accuse, but to protect each other in case of an allegation.*

## **2. How to Prevent Peer-to-Peer Abuse**

- **Child-Leader assignment.** Children assigned to a leader should be accounted for at all times.
- **Children in sleeping areas.** Children will not be permitted to be in the sleeping area of any child of the opposite sex.
- **Child visibility.** No child will be allowed to be alone with another child out of sight of an adult or other children.
- **Adult supervision.** Adults are to supervise all activities of the children, both organized and unorganized. The child is not allowed to enter into any bullying activities.
- **Supervision during swim activities.** Close supervision by leaders during all swim activities is mandatory. Close attention should be paid to the activities of couples in the swim area.
- **Older children/teenagers.** Older children who tend to spend a great deal of time with younger children should be encouraged to engage in activities with their appropriate peer group.
- **Rough housing or hazing is prohibited.** Children and teenagers are not allowed to wrestle, tickle, or in any way engage in an activity where their hands might come in contact with the breasts or genital area of another child.
- **Reporting by a child.** When a child or teenager reports a situation that makes him/her uncomfortable, the leader must take action to protect the camper.

### 3. Reporting of Sexual Abuse and Molestation at Church

- Remove child from immediate danger, call "911" only if an extreme emergency exists
- Immediately report abuse to a Church Pastor or Director
- Within 24 hours the volunteer or staff member is to submit to the pastor or director a written report of how he/she gained knowledge of the allegation.
- **Investigation of allegations.** Volunteers and staff are NOT to investigate the allegation. Volunteers and staff members are ONLY to report the information to a church pastor or director as soon as possible and submit a written report.
- **Parental notification will be the responsibility of the Katy's First Baptist Church personnel.**
- **State reporting.** The PASTOR or DIRECTOR is to report by phone, followed by fax, to the **Department of State Health Services, Environmental Health Group**  
**Phone: 512-834-6773 ext. 2305**  
**Fax: 512-834-6707**

**When reporting a suspected abuse, please remember the sensitive nature of this type of report. Whenever possible, please maintain the highest level of confidentiality.**

Many people don't know where to report suspected child abuse. Some individuals are afraid to report child abuse because of possible repercussions to the child or to themselves. **State law requires all citizens to report suspected abuse.**

Remember, when a child or teenager confides in you, allow him/her to feel that you care, are listening, and will do what is necessary to be of help. It helps to sit at eyelevel, keeping your conversation from being overheard by others. It is not your role to question or determine the facts or to suggest that he/she was or was not abused. Let the student know how much you admire the courage and confidence it took to share what has happened.

## **Section E**

### **Additional Safety Measures**

1. AED devices are located downstairs in the main hallway close to the foyer and upstairs on the wall behind the Awana Check-In Desk.
2. If someone passes out, call 911 immediately.
3. Additional First Aid supplies can be found at the Preschool Desk in the Children's Lobby.
4. Note the escape routes posted by the door of each room. In the event of a fire alarm, please lead the children out of the building following the escape route for that room. Remain CALM.
5. Wear your name tag during large events where there are many people who may not know one another.