Youth Sport Safety Workshop
Preventing Sexual Abuse in Youth Sports

Facilitator:
Wayne Wilson, LA84

Presenters:
Mike Hoyer, Former Executive Director of AYSO National
Sara La Croix, MSW/MPA, Children’s Bureau
Jerry Sandusky

The New York Times

COLLEGE FOOTBALL

Sandusky Guilty of Sexual Abuse of 10 Young Boys

By JOE DRAPE  JUNE 22, 2012

2008, Penn State, Football
Joe Paterno

2011, Penn State, Football
3 Ex-Penn State Officials Get Jail Time For Failure To Report Sandusky Abuse
Larry Nassar

Former USA Gymnastics Doctor Larry Nassar Sentenced to Up to 175 Years for Sexual Abuse

Sentence follows a week of emotional courtroom statements from more than 150 victims

2016, USA Gymnastics
Ex-MSU President Lou Anna Simon charged with lying to police about Nassar investigation

Published 2:18 p.m. ET Nov. 20, 2018 | Updated 11:48 a.m. ET Nov. 21, 2018

2018, Michigan State University, Gymnastics
Steve Penny

Former USA Gymnastics president arrested on charge of evidence tampering in Larry Nassar case

By Nicole Chavez and Joe Sutton, CNN

Updated 10:56 AM ET, Fri October 19, 2018

2018, USA Gymnastics
USOC

NEWS FROM AROUND THE STATE OF TEXAS

U.S. Olympic Committee Fires Chief of Sport Performance Alan Ashley Because of His Silence in Larry Nassar Sex-abuse Case

By Eddie Pells AP
Published Dec 10, 2018 at 6:24 PM

U.S. Olympic Committee CEO Scott Blackmun resigns after Nassar furor
Former U.S. Olympics swimmer Ariana Kukors: Coach abused me 'like a hostage'

The ex-World Aquatics Championship star says former coach Sean Hutchinson 'groomed' her for years

by Cody Benjamin  Feb 10, 2018 at 11:04 am ET • 1 min read

2018, KING Aquatic Club, Swim
USA Swimming directors Susan Woessner and Pat Hogan resign following report of sexual abuse

By MORGAN WINSOR  Feb 23, 2018, 11:16 AM ET
'The sickest thing': Canadian soccer rocked by claims of systemic abuse

At least 14 former high-level players have alleged Canada Soccer and the Vancouver Whitecaps failed to protect youth team members from abuse and inappropriate behavior by coaches.

Matthew Hall
@matthew_hall
Thu 11 Apr 2019 04.00 EDT

2019, Canada, Soccer
'He took away my dream': Ex-coach Graham James pleads guilty to another sexual assault of former player

Described as a "demon" who took away the dream of a teenage hockey player, convicted pedophile and former junior hockey coach Graham James has pleaded guilty to repeatedly sexually assaulting another former player.

SASKATOON STARPHOENIX Updated: June 19, 2015

1996, Canada Western Hockey League, Hockey
DURING THE TRIAL HE WAS DESCRIBED AS A "CHILD MOLESTER ON AN INDUSTRIAL SCALE"

2016, UK club teams, Soccer
Miguel Millan

Ex-coach of Spanish Olympic medalist guilty of sexual abuse

Originally published February 27, 2019 at 12:35 pm

2017, Spain, Track & Field
Cho Jae-beom

South Korea Will Interview Thousands Of Athletes After Rape And Abuse Allegations

January 28, 2019 - 12:01 PM ET

2018, South Korea, Short Track Speed Skating
Andrew King

Ex-coach receives 40-year sentence

2009, San Jose Aquatics, Swim
Youth Hockey Coach Accused Of Child Molestation

September 25, 2010 at 9:13 pm
Filed Under: Daniel Gibb, Hermosa Beach, Ice Hockey, Redondo Beach, Toyota Center

2010, Redondo Beach, Hockey
David McGregor 2009, AYSO, Soccer
Ex-Vernon Hills soccer coach charged with sexual assault of students gets 6 years in plea deal

2018, Vernon Hills High School, Soccer
Omar Rojas

2018, Santa Ana School District, Volleyball

Santa Ana HS volleyball coach arrested for having sex with underage students
Fidel Dominguez

2019, Rosemead High School, Track

Rosemead High Track Coach Charged With Having Sex With Teen Student for More Than 2 Years

Posted 12:36 PM, March 15, 2019, by Marissa Wenkoe. Updated at 03:44 PM, March 5, 2019
Former San Jose Track Coach Facing 15 Felony Charges for Alleged Sex Crimes With a Minor

By Bay City News
Published Feb 22, 2019 at 8:51 PM | Updated at 11:29 PM PST on Feb 22, 2019

2019, San Jose area high schools, Track
Joseph Kikuchi

2015, Mark Keppel High School, Basketball
Ki “Kenn” Kim

Golf Coach in Child Sexual Abuse Cases Arrested in Alameda County

By ECT - Jul 6, 2018

2018, Alameda County, Golf
Former Eastside hero Paul González arrested for alleged lewd acts on a child

Boyle Heights Beat  January 5, 2018  201
Former Franklin High football coach gets 36 years in prison for sexually abusing players

By RICHARD WINTON  JAN 13, 2017  |  7:15 PM
AUGUST 31, 2017, 10:37 AM ET

Teacher Scandals

After-School Soccer Coach Sentenced To 105 Years In Jail For Molesting 7 Students Under Age 11

Most of the assaults took place on school grounds.

BY GINA TRON
Leslie Dittert

2018, Rose Bowl Aquatics Center, Swim
Welcome to the national, Centralized Disciplinary Database for the U.S. Olympic and Paralympic Movement, which includes all records from the U.S. Center for SafeSport from March of 2017 onward, as well as known historical disciplinary records received from and certified by the National Governing Bodies (NGBs) concerning individuals who have been sanctioned and rendered ineligible for sexual misconduct offenses.

The database will continue to be updated as the Center issues decisions and as additional historical records are received from the NGBs.
Sara La Croix, MSW/MPA
Statistics

According to the Office of Child Abuse Prevention (OCAP):

• Every 8 minutes, child welfare services substantiates, or finds evidence for, a claim of child sexual abuse.

• 25% of people who exploit children are children themselves

• No child is immune to sexual abuse – more than 80% of sexual abuse cases occur in isolated, one-on-one situations

• Among cases of child abuse reported to law enforcement, 93% are adults known to the victim

Although data is limited, Celia Brackenridge, Ph.D., reported in 2008 that 2%-22% of children and teens were victims of sexual abuse through sports. Nearly all (98%) cases were perpetrated by coaches, teachers and instructors, who were predominately male and ranged in age from 16-63 years old.
Mandated Reporting of Child Abuse

- Who present today knows they are a mandated reporter? Who might not be sure?

- Who are mandated reporters of child abuse?
  - School personnel, child care providers, mental health professionals and social workers, medical professionals, law enforcement, clergy, volunteers* and other adults working in contact with children.
  *Generally, volunteers and community members are not legally mandated to report, but are strongly encouraged to report as we all play an important role in protecting children from abuse and neglect.

- Mandated reporters are required to make a report of suspected child abuse when you have reasonable cause to suspect that a child is/has been a victim.

- In Los Angeles County only, NON-URGENT reports may be filed online by visiting [www.mandreptla.org](http://www.mandreptla.org) or [www.reportchildabusela.org](http://www.reportchildabusela.org)
Legal Overview

- Penal Code - ARTICLE 2.5. Child Abuse and Neglect Reporting Act [11164 - 11174.3]
  - (a) This article shall be known and may be cited as the Child Abuse and Neglect Reporting Act.
  - (b) The intent and purpose of this article is to protect children from abuse and neglect. In any investigation of suspected child abuse or neglect, all persons participating in the investigation of the case shall consider the needs of the child victim and shall do whatever is necessary to prevent psychological harm to the child victim.
  - As used in this article “child” means a person under the age of 18 years.
  - A mandated reporter who fails to report an incident of known or reasonably suspected child abuse or neglect as required by this section is guilty of a misdemeanor punishable by up to six months confinement in a county jail or by a fine of one thousand dollars ($1,000) or by both that imprisonment and fine. If a mandated reporter intentionally conceals his or her failure to report an incident known by the mandated reporter to be abuse or severe neglect under this section, the failure to report is a continuing offense until an agency specified discovers the offense.
  - A mandated reporter shall make a report to a child welfare agency whenever the mandated reporter, in his or her professional capacity or within the scope of his or her employment, has knowledge of or observes a child whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect. The mandated reporter shall make an initial report by telephone to the agency immediately or as soon as is practicably possible, and shall prepare and send, fax, or electronically transmit a written follow up report within 36 hours of receiving the information concerning the incident. The mandated reporter may include with the report any nonprivileged documentary evidence the mandated reporter possesses relating to the incident.

http://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?lawCode=PEN&division=&title=1.&part=4.&chapter=2.&article=2.5#content_anchor
Federal Volunteer Protection Act

PROTECTION FOR VOLUNTEERS.— No volunteer of a nonprofit organization or governmental entity shall be liable for harm caused by an act or omission of the volunteer on behalf of the organization or entity if:

1. the volunteer was acting within the scope of the volunteer’s responsibilities in the nonprofit organization or governmental entity at the time of the act or omission;

2. if appropriate or required, the volunteer was properly licensed, certified, or authorized by the appropriate authorities for the activities or practice in the State in which the harm occurred, where the activities were or practice was undertaken within the scope of the volunteer’s responsibilities in the nonprofit organization or governmental entity;

3. the harm was not caused by willful or criminal misconduct, gross negligence, reckless misconduct, or a conscious, flagrant indifference to the rights or safety of the individual harmed by the volunteer; and

4. the harm was not caused by the volunteer operating a motor vehicle, vessel, aircraft, or other vehicle for which the State requires the operator or the owner of the vehicle, craft, or vessel to—

   (A) possess an operator’s license; or
   (B) maintain insurance.
Bystander Effect, Responsibility & Intervention

- What is a bystander?
  - A bystander is a person who is present when an event takes place but isn’t directly involved. Bystanders might be present when abuse occurs—or they could witness the circumstances that lead up to these crimes.

- The Bystander Effect:
  [https://www.youtube.com/watch?v=OSSPfbup0ac](https://www.youtube.com/watch?v=OSSPfbup0ac)

- Bystander Intervention Ideas:
  [https://www.youtube.com/watch?v=g8eE0DycVN0](https://www.youtube.com/watch?v=g8eE0DycVN0)
Mike Hoyer
Youth Safety & Protection
Create the Environment
Safety Program Elements

Policy
Training
Practice
Engagement
Enforcement

+ Organizational Culture
We would rather defend the organization for having taken actions than for not having acted.
AYSO Structure

Region - Local Community Program

Area – 5 to 17 Regions

Section – 5 to 15 Areas

National – Board & Professional Staff
Safe Haven Components

Policy & Code of Conduct
Annual Volunteer Application w/Background Check
Exclusions for Some Convictions
Formal Acceptance as Volunteer
Position Training
Background Checks

National Coverage
Service Levels Vary
Costs Vary
County of Residence Search
Other Database Searches
Arrest Notification Available
AYSO Volunteer Registration

Annual
Online Registration at Appropriate Portal w/e-Sign.
Invitation from Background Checking Firm
Complete Background Check Online
Vendor Returns Status of Applicant
AYSO Volunteer Registration

Eligible

- Assign to a Position

-- Train to Position & Safe Haven

Ineligible – Flag

Adverse Action Notice
Supervision Protocols

8:1 Participant to Adult
Minimum of Two Adults
One Adult Same Gender as Participants
Chain of Custody
Physical Contact Guidelines

Always in View
Side Hug
High Five and Handshake
First Aid
The Bathing Suit Rule
Unwanted Contact
Incident Response

Know “the drill”
Incident Reports
Report to Appropriate Authorities
Who is your Critical Response Team?
Points of Contact Locally and Organizationally
Policy Pointers

Build Safety Framework
Approved Activities
Reasonable Flexibility
Simple Language
Get Legal Advice
Review Annually
Restrictions

Volunteering is a privilege
Not a right

“Thank you, but no thank you.”
Non-acceptance list
Adjudication

**Actions:**
- Limit
- Suspend
- Terminate

**Category:**
- Participant
- Member
- Employee
- Service Provider
Group Activity

Consider Scenario

Perspective

Actions? Decisions?
Scenario #1

A volunteer checks “no” for prior convictions. The background check reveals a conviction for simple assault from 12 years ago.

Policy = ten year exclusion from volunteer activity.
Scenario #1
Variables

Search firm finds simple assault was pled down from felony sexual assault.

Two acquittals for sexual assault are also found.
Scenario #2

A adult is noted giving rides to kids not their own to and from the approved activities.

The driver is the only adult in the vehicle.
Scenario #2

Variable

It is a parent volunteer of one of the participants.

Or

It is a third party service provider.
Scenario #3

Organization implements Level II background check.

New result that would exclude —by policy—a long serving, well behaved participant that makes a significant contribution to your program success.
Scenario #3

Variables

It’s an employee.

Probation requirements completed 12 years ago. Paperwork wasn’t filed to close out, but record eligible to be expunged.
Scenario #4

You receive an anonymous tip that a registered sex offender is attending your program’s activities.

You confirm identity via Megan’s Law web page.
Scenario #4

Variables

It’s a parent of one of the participants.

Or

It is a third party service provider.
What is this Company’s Greatest Innovation?
What is this Company’s Greatest Innovation?
What Innovation Do We Seek In Youth Protection?
“Culture Eats Strategy for Breakfast.”

-Peter Drucker
How Do We Create A Safety Culture?

Connect with Your Brand Champions!
Brand Champions Virtuous Cycle

Recruit → Retain → Appreciate → Engage → Train → Recruit
Brand Champions At Work
<table>
<thead>
<tr>
<th>How Do You Connect with Your Brand Champion?</th>
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<tbody>
<tr>
<td>Email</td>
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<tr>
<td>In person</td>
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<tr>
<td>Coach meeting</td>
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<td>Parent Meetings</td>
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<td>Opening Day</td>
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<td>Parades</td>
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<tr>
<td>Business Partnerships</td>
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<td>Bloggers</td>
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</table>
Team Effort for Safety Culture
Resources

US Center for SafeSport  Parent Toolkit:
https://resources.safesport.org/toolkits/Parent-Toolkit-Complete/index.html

Centers for Disease Control

National Center for Missing and Exploited Children
Kidsmartz.org
Resources

Executive Service Corps of Southern California

Public Counsel of Los Angeles

Abuse Prevention Systems

CA Dept. Social Services:
https://mandatedreporterca.com
Sara La Croix, MSW/MPA
• If something doesn’t feel right about a situation or incident, talk to someone! A supervisor, colleague, etc. Please remember though, if you are a mandated reporter, telling a supervisor/colleague and expecting them to report for you is not enough, you must make the report yourself.

• Call the LA County Child Abuse hotline at 800-540-4000 and press 2 to consult with a social worker (anyone can call) to discuss your concerns. The hotline can also help you make a report.
Coach Clark is a newly hired assistant gymnastics coach at a gym in Los Angeles that has produced age group champions. Over the course of the first several months at his new job, he has noticed several situations in which the head coach/gym owner has both spoken to and touched 10-12 year old female gymnasts in inappropriate ways.

With your group, please discuss the following questions:
1. What are some ways Coach Clark can intervene?
2. What might inhibit Coach Clark from intervening?
3. Is Coach Clark a mandated reporter?
Creating a Culture of Prevention

• Child abuse prevention is ALL of our responsibility!
• Hang posters and flyers around your office or center with key value messages such as “No Bullying Zone” or “Child Safety is EVERYONE’S Responsibility”
• At the organizational level - implementing risk-management strategies and training staff in how to have close connections with youth while avoiding misconduct. Providing training, monitoring, and supervision for youth-serving staff to help them maintain appropriate professional boundaries will not only help protect the integrity of the agency but most important, may help prevent institutional child sexual exploitation.
• Culture shifts take time - a focus on relationship building and non-judgmental/open communication with staff/colleagues and families is key.
• Other ideas?
OCAP Mandated Reporter Training (California)

Free online training (2-4hrs.) with exam and certificate available
• www.mandatedreporterca.com
Presentation Resources

- www.Protectyoungminds.org
- https://www.rainn.org/articles/your-role-preventing-sexual-assault
- https://nomore.org/learn/bystander-scenarios/#Real-LifeBystanderScenarios
- OCAP – CA Mandated Reporter Online Training
- www.DCFS.lacounty.gov
- http://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?chapter=2.&part=4.&lawCode=PEN&title=1.&article=2.5
Contact Information:
Sara La Croix, MSW/MPA
Los Angeles County Community Child Abuse Council Coordinator

Children's Bureau at Magnolia Place
1910 Magnolia Ave.
Los Angeles, CA 90007

sarialacroix@all4kids.org
www.lachildabusecouncils.org
Thank You!

Any questions?