

# Camper Sexual Abuse Prevention Training



Office of Youth Protection  
UNIVERSITY OF WISCONSIN-MADISON

# Introduction



## Timing

This training will take approximately **30 minutes** to complete.

Individuals who work in youth activities licensed by ATCP-78 must complete this training once annually.

Youth activity administrators are responsible for maintaining records of training completion for all adults working in the youth activity who are counted in the ratio of staff-to-youth participants.

## Welcome

Welcome to the Camper Sexual Abuse Prevention Training. This course is intended for all UW-Madison employees and volunteers who work in youth activities that fall under UW-Madison's ATCP 78 license through the Wisconsin Department of Agriculture Trade and Consumer Protections.

For the purposes of this training, we will refer to **campers** as "**youth participants**" or "**child**" and **camps** as "**youth activities**".

The terms "**youth participant**" or "**child**" may be used interchangeably throughout this training.

# Content

## **Employee Assistance Office (EAO)**

To schedule an appointment with the EAO, contact by phone or email. Appointments are available remotely or in-person. All appointments are private and confidential.

To learn more visit

[www.hr.wisc.edu/employee-assistance-office/](http://www.hr.wisc.edu/employee-assistance-office/)

## **LifeMatters**

Phone: 800-634-6433

Text "Hello" to 61295

Online at [www.eap.mylifematters.com](http://www.eap.mylifematters.com)

This training on sexual abuse prevention addresses sensitive topics related to sexual violence, assault, and exploitation.

Participants may encounter topics or depictions of traumatic experiences, which could be distressing and triggering for some individuals. We encourage discretion and self-care throughout the session. Participants are encouraged to seek support as needed.

UW-Madison offers support services for employees who may have experienced personal or work-related concerns. To learn more about these services, visit the UW-Madison Employee Assistance Office (EAO). Employee assistance is free, confidential, and voluntary. You can use employee assistance during work time without loss of pay. Services are also provided through LifeMatters, our affiliate provider. LifeMatters provides 24/7 support and access to specialists.

# Learning Objectives

**By the end of this training, learners will be able to:**

1. Understand the dynamics of abusive or sexualized behaviors among youth participants
2. Identify measures to reduce instances of youth-to-youth or staff-to-youth 1:1 interactions
3. Recognize inappropriate conduct in youth activity staff behavior toward youth participants
4. Recall steps to respond to a disclosure or suspicion of abuse including strategies for communication with staff, youth participants, parents, and the media

# Facts about Child Sexual Abuse

- **Over 65,000 children** are abused in the United States each year.
- **Every 9 minutes** child protective services finds evidence for a claim of child sexual abuse.
- About **1 in every 4 girls** and **1 in every 13 boys** in the US experience sexual abuse at some time in their childhood.
- Children of all races, ethnicities, and economic backgrounds are vulnerable to sexual abuse.
- **91%** of child sexual abuse is perpetrated by someone the child or child's family knows.



# Understanding the Dynamics of Youth Sexual Abuse



# Defining Sexual Abuse

## **What is Child Sexual Abuse?**

Child sexual abuse is any interaction between a child and an adult (or another child) in which the child is used for the sexual stimulation of the perpetrator or an observer.

Sexual abuse can include both touching and non-touching behaviors.

Sexual abuse can be committed by any other person – a parent, a relative, a caregiver, a teacher, family friend, classmate, or a neighbor.

# Defining Sexual Abuse

Sexual abuse involving minors typically involves two different types of misconduct: sexual assault and sexual exploitation.

While there are many different ways that sexual violence can occur, this training will focus on sexual assault and sexual exploitation.

## **Sexual Assault**

Sexual assault is sexual contact without consent. Consent is words or clear actions that openly show a person who is competent to give informed consent freely agrees to the sexual contact. The age of consent in the State of Wisconsin is 16 years old. Sexual assault is a violation of federal and Wisconsin State laws as well as UW-Madison policies that govern employee, student, and volunteer behavior.

## **Sexual Exploitation**

Sexual exploitation occurs when an individual attempts, takes, or threatens to take non-consensual sexual advantage of someone.

Examples include:

- Taking or distributing nude photos of someone without consent
- Drugging someone for the purpose of making them vulnerable to non-consensual sexual contact
- Forcing someone to pay money or engage in sexual activity in exchange for not distributing nude photos or private sexual information



# Warning Signs

## Recognizing Sexual Abuse

It's important that adult staff and volunteers understand the warning signs of child sexual abuse. Some of these warning signs include the following:

- An increase in nightmares or difficulty sleeping
- Withdrawn behavior
- Angry outbursts/unexplained irritability
- Anxiety/separation anxiety
- Depression
- Not wanting to be left alone with a particular individual
- Sexual knowledge, language, and/or behaviors that are inappropriate for the child's age
- Sudden changes in eating habits
- Mood swings: rage, fear, insecurity or withdrawal
- Refuses to talk about a secret shared with an adult or older child

Source: [Center for Child Counseling, Tip Sheet on Child Sexual Abuse](#)

# Youth-to-Youth Sexual Abuse

In some cases, sexual abuse of a child may be committed by another child. According to RAINN's website ([rainn.org](http://rainn.org)), child victims often know the perpetrator.

Among cases of child sexual abuse reported to law enforcement:

**93%**

**of perpetrators are known to the victim**

**59%**

**of perpetrators are acquaintances**

**34%**

**of perpetrators are family members**

However, not all sexual contact or sexual intercourse between two children is considered sexual abuse.

Even though sexual contact or sexual intercourse between two children must be reported, the agency that receives the report may decide that investigation of the incident is not needed.

Source: [RAINN - Rape, Abuse and Incest National Network](http://rainn.org)

# Teenagers & Sexual Violence

## Oppression and Sexual Violence Against Teens

Sexual violence does not happen in isolation. Oppression (racism, classism, heterosexism, ableism, etc) is one of the root causes of sexual violence.<sup>22</sup> Youth of color, homeless youth, and LGBTQ youth are more likely to experience sexual violence.

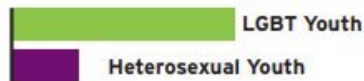
### Race and Sexual Violence

African American and Hispanic girls are more likely to experience sexual violence than white girls.<sup>23</sup>

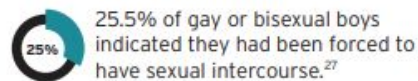
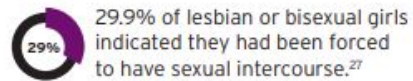


### LGBTQ and Sexual Violence

LGBT youth are more than three times as likely to engage in survival sex or exchange sex for food, money, shelter, drugs, or clothing.<sup>26</sup>

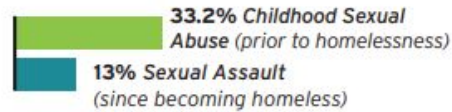


LGBTQ youth are more likely to experience sexual harassment than heterosexual youth. In one study 81% of transgender youth experienced sexual harassment.<sup>28</sup>



### Homelessness and Sexual Violence

Homeless or precariously housed youth reported experiencing childhood sexual abuse and sexual assault.<sup>24</sup>

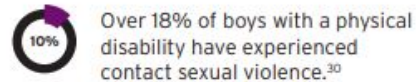
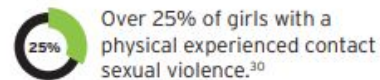


LGBTQ youth experience higher rates of sexual violence before becoming homeless.<sup>25</sup>

Once homeless LGBTQ youth are victims of 7.4 more acts of sexual violence during their lifetime than their heterosexual homeless peers.<sup>25</sup>

### Disability and Sexual Violence

Youth with physical disabilities are more likely to experience sexual violence than youth without physical disabilities.<sup>29</sup>



In one study over 22% of physically disabled youth experienced contact sexual violence - this is 1.74 times higher than able bodied youth. Over 40% of physically disabled youth experienced non-contact sexual violence.<sup>30</sup>

## Identity and Sexual Violence

Youth of color, youth without housing, youth with disabilities, and LGBTQ+ youth are more likely to experience sexual violence.

- 29.9% of lesbian or bisexual girls indicated they had been forced to have sex
- 25.5% of gay or bisexual boys indicated they had been forced to have sex

Additionally, sexual violence against youth typically happens in familiar places.

- 10-31% in their home
- 24% in their neighborhood
- 15-44% in their school

# Sexual Abuse Scenario: Youth-to-Youth

On the last day of the residential youth activity, a youth participant discloses that they have been sharing a bed with their roommate in the dorm. They state that they were both feeling homesick, and initially it was comforting to share a bed at night. They share with you that last night while they were going to bed, their roommate had touched them over their underwear. They state that they froze and did not know what to do in the moment, but it did not feel good and they need to talk to you.



# Scenario Debrief:

In this situation, you are learning about youth-to-youth sexual abuse after it took place. Make sure that you are providing a safe space for the youth to share about their experience. Document what the youth reports to you and immediately notify your youth activity director or Authorized Custodian.

This scenario must be reported promptly to UWPD and Title IX using the [Campus Incident Reporting Form](#) (For Sexual Misconduct and Clery Violations).

Information on how to disclose a report of sexual abuse to parents/guardians will be covered later in the presentation.





# Recognizing Inappropriate Conduct at Camp



# Prohibited Conduct by Policy

UW-Madison is committed to the wellbeing of all members of the university community and recognize that youth are a vulnerable population that requires special attention. The UW-Madison [Youth Protection Policy \(UW-1045\)](#) outlines prohibited conduct in all youth activities.

Conduct that violates the law, university policy, or UW System policy is not tolerated.

<b>Prohibited conduct includes but is not limited to:</b>	
bullying	indecent exposure
child abuse	neglect
child sexual abuse	physical abuse
discrimination	sexual assault
emotional abuse	sexual exploitation
grooming	sexual harassment
harassment	stalking
hazing	manufacture of methamphetamines around a child
inappropriate use of technology	

# Prohibited Conduct by Policy

## Additional prohibited conduct in [UW-1045](#) includes:

1. Infringement on the privacy of the youth participants in situations where they are changing clothes or taking showers, except in situations where a health or safety exception is necessary and appropriate.
2. Adults showering, bathing, or undressing with or in the presence of youth participants.
3. Photographing or recording in shower houses, restrooms, or other areas where privacy is expected by youth participants; and
4. Use of alcohol and illegal drugs when engaging in covered activities.



# Grooming

## What is Grooming?

Manipulative behaviors that the abuser uses to gain access to a potential victim, coerce them to agree to the abuse, and reduce the risk of being caught. Abusers often use play, deception, threats, or other forms of coercion to engage children and maintain their silence.

Examples of grooming behaviors may include:

- focused, special attention
- arranging special activities and isolating youth participant from others
- buying expensive gifts for the youth participant
- giving them money

# Sexual Abuse Scenario: Non-Touching Visual Sexual Abuse

During a field trip, an adult counselor invites a 15-year-old youth participant to view an app on their personal cell phone. The youth participant reports to you that the counselor is their neighbor and they have known each other for several years. You learn from the youth participant that the counselor was showing them images and videos involving nudity and sexually suggestive content on the app Snapchat.



# Scenario Debrief:

In this scenario, you've learned about a report of sexual abuse after it has already taken place. Ensure that you are providing a safe space for the youth participant to share their experience. Reassure the youth participant that they are not to blame and you are glad they came forward.

Notify your program director or Authorized Custodian as soon as possible. Document the report, including as much detail as possible about what was disclosed, and stick to the facts.

This situation requires a report to both Title IX and UW Police Department using the [Campus Incident Reporting Form](#) (for Sexual Misconduct and Clery Violations).

Because this situation involves an allegation of abuse against a UW employee or volunteer, the Office of Human Resources must be notified immediately.

Information on how to disclose a report of sexual abuse to parents/guardians will be covered later in the presentation.





# Managing One-on-One Interactions



# Staff-to-Youth 1:1 Interactions

## One-on-One Interactions

All interactions between adults and minors in youth activities, including online interactions, must be **observable and interruptible**. One-on-one contact between adults and minors is prohibited except as outlined below:

1. There is a familial relationship between the adult and the minor.
2. One-on-one tutoring is occurring in an instructional or research setting/activity or other learning experience where one-on-one interactions (e.g., music lesson) is required for an educational program.
  - a. Interactions must remain observable and interruptible at all times.
  - b. Parents/guardians must be informed that program design will include one-on-one interactions.
3. An emergency warrants it, such as when one adult accompanies a youth participant to the emergency room, is summoning law enforcement, or is searching for a missing youth participant.

# Youth-to-Youth 1:1 Interactions


## **Youth-to-Youth Interactions**

In residential youth activities, there may be times when youth have 1:1 interactions with each other. This includes overnight stays where two youth participants share a dorm room.

Youth activities must establish behavior expectations that promote safe environments for all youth participants.

Youth participants are prohibited from:

- Actual or threatened violence toward any individual or group, including violence communicated online.
- Engaging in sexual activity during youth activities (e.g., kissing, touching of private areas, or other sexual acts).
- All forms of sexual violence (sexual harassment, sexual assault, dating or domestic violence, stalking, and sexual exploitation).
  - Sexual harassment can include verbal, physical or visual harassment. Examples include: making comments of a sexual nature, mimicking sexual acts, or displaying sexual images on a personal device.



Defining  
Inappropriate  
Interactions  
Between Staff  
and Youth  
Participants

# Appropriate Interactions

Adults in youth activities should maintain boundaries for acceptable behavior and interactions between adults and youth participants. Boundaries create a safe environment, prevent misunderstanding, and protect both the adult and the youth participant from potential harm.

**Professionalism.** Adults should maintain professionalism when interacting with minors.

**Make in-person interactions observable and interruptible.** Most child sexual abuse is perpetrated in isolated, one-on-one situations. By reducing such interactions between children and adults, youth activities can reduce the risk of abuse.

**Respect the Privacy of Youth.** Adults must respect the privacy of youth in situations such as changing clothes or taking showers. Adults in similar situations (e.g., changing clothes and taking showers) must maintain their own privacy.

**Respect Physical Boundaries.** Physical contact with youth participants should be limited. Physical contact may be initiated by the youth participant and is appropriate in some instances (e.g., high fives) and not in others (e.g., cuddling). If physical contact is warranted (e.g., assisting an injured youth off the field), staff should seek permission from the youth first.



# Addressing Power Imbalance

In youth activities, adult staff members always have a role of power and influence. This power dynamic is often a positive influence for youth participants and can include:

- role modeling behaviors
- providing guidance and mentorship
- teaching important life skills
- encouraging personal growth
- fostering a sense of belonging and community
- inspiring enthusiasm for a subject matter

However, it is important to understand that sexual abuse can occur when an adult abuses the power they hold. For example, a youth participant may be afraid to tell an adult about a situation that makes them uncomfortable due to fear of negative consequences (e.g., getting a bad recommendation, being removed from the program).

In an attempt to avoid misuse of power by staff, all staff must follow behavioral expectations set by both the university and the youth activity. Establishing clear boundaries and creating a culture where youth can speak to staff without fear of reprisals will help limit the misuse of power.

# Inappropriate Interactions

Inappropriate interactions include, but are not limited to the following:

**Sexualized Behavior.** Any behavior with sexual undertones or intentions, including flirting or initiating a dating relationship, is strictly prohibited.

**Physical Contact.** Inappropriate physical contact including touching in sensitive or private areas, prolonged hugs, or any contact that makes the minor uncomfortable.

**Secrets.** Adults should never ask minors to keep secrets, especially secrets related to interactions between the adult and the minor.

**Online Interactions.** Adults must increase visibility of online interactions and make interactions observable and interruptible. Being one-on-one with youth participants in virtual learning environments or private messaging youth participants is prohibited.



# Identification and Reporting of Red Flag Behaviors



# Examples of Red Flag Behaviors

Red flag behaviors are undesirable behaviors by staff or youth participants that need attention and correction. Red flag behaviors are not necessarily abusive or against the law in singular or infrequent occasions.

## **Examples of red flag behaviors:**

- missing or ignoring social cues about the personal boundaries of others
- paying noticeably more attention to one youth participant
- isolating themselves and another person from the group, encouraging 1:1 interactions
- insisting on frequent physical touching
- making comments about someone's physical appearance or other traits
- talking about sex, sexual activity, or using sexualized phrases
- relating closely to youth and acting distant among peer-aged adults

# If You Observe Red Flag Behaviors

All interactions between youth participants and staff in youth activities should be **observable and interruptible**. An observable and interruptible interaction is one where another person can see, hear, or has knowledge of the interaction and can interrupt if a concern arises. If you observe a red-flag behavior within your youth activity, you have a responsibility to interrupt the behavior.

1. Interrupt the interaction.
2. If appropriate, confront the behavior and provide constructive feedback. Use the [Best Practice Guide for In-Person Programming](#) as a tool to articulate both problematic and desired behaviors.
3. Always report behaviors of concern to the youth activity director or Authorized Custodian.

# Red-Flag Behavior Scenario:

On the third day of the youth activity, you notice that one of the counselors has been waiting for a youth participant before walking to the dining hall together. You offer to wait up with the counselor to walk to the dining hall as a larger group, but they decline and insist on walking one-on-one with the youth participant.



# Scenario Debrief:

You did the right thing by trying to interrupt the behavior and maintain the “Rule of Three.” You understand the importance of avoiding one-on-one interactions between minors and adults whenever possible. If you feel comfortable, you should address the behavior and give constructive feedback. You can always use the [Best Practices Guide for In-Person Youth Activities](#) as your reference.

Always report behaviors to the program director or Authorized Custodian.





Responding to  
Disclosure or  
Suspicion of  
Abuse



# Reporting

## **Reporting Sexual Abuse**

Under Governor's Executive Order #54, all UW System employees are mandated reporters of child abuse and neglect and must report directly to the authorities. At UW-Madison, this mandate includes volunteers and contractors working on behalf of the university.

**In addition to notifying Child Protective Services or law enforcement, the reporter must also make an internal campus report if either of the following apply:**

- The incident or threat of child abuse or neglect involves an allegation against a university employee or an agent of the university (e.g. a student or volunteer)
- The incident or threat of child abuse or neglect occurred on the UW-Madison campus or during a UW-Madison activity

# Responding to Youth Disclosures

## Tips for responding to a disclosure of sexual abuse:

- Talk with the youth in a confidential space where others cannot overhear
  - Keep interactions **observable and interruptible** (e.g., keeping the door open)
- Try to make the youth as comfortable as possible
  - It may be difficult for them to talk about the abuse and they may feel embarrassed or think it was their fault
- Consider the youth participant's age and developmental level when using words, phrases, and references
- Remember, it is the responsibility of the Child Protective Services (CPS) and law enforcement system to conduct interviews of the child
  - Multiple interviews may be traumatic and could negatively impact a CPS assessment or police investigation
- The Mandatory Reporting of Child Abuse and Neglect training will provide additional information on making a report.

# Responding to Youth Disclosures

Click on the video below to view content on responding to a youth disclosure or go click the link below to be directed to the external website:

[Mandated Reporter Dealing with Disclosure - YouTube](#)





# Communication Strategies



# Parents of Involved Youth

## **Prompt communication and transparency**

Parents/guardians of youth participants who may have experienced, witnessed, or have been accused of child sexual abuse while participating in UW-Madison youth activities must be informed. An exception should be made if the known or suspected perpetrator is the youth's parent or guardian.

Communication should be clear, factual and empathetic, emphasizing the seriousness with which the matter is being addressed. Transparency is crucial to maintain trust and ensure that parents feel supported during this process.

Allow parents:

- the opportunity to process difficult information
- the time to address their needs and agenda first
- time to feel heard
- space to process their own traumatic history, if applicable

The Office of Legal Affairs and the Office of Compliance are available for questions or consultations. Do not issue broader communications to families without consulting the Office of Legal Affairs to discuss confidentiality and privacy requirements.

# Communicating with the Media

**Do not communicate to the media.** Youth activity staff and volunteers should never communicate with the media on behalf of the youth activity or UW-Madison.

In the event that a media request is made, the youth activity Authorized Custodian or program director should immediately inform the UW-Madison Office of Legal Affairs.

## **UW-Madison Office of Legal Affairs (OLA)**

OLA has an open door policy of access for employees of UW-Madison who have legal questions arising in the course and scope of their employment.

If you need advice regarding a new, University-related legal matter, contact OLA main office at 608-263-7400. OLA staff will request background information about your issue to assist in directing you to the proper attorney.



# Knowledge Check



# Knowledge Check #1

**Which of the following is NOT a sign that a young person may be experiencing sexual abuse?**

- a. Sudden change in behavior or mood
- b. Unexplained injuries or bruises
- c. Increased confidence and self esteem
- d. Avoidance of certain people or places



# Knowledge Check #1

Which of the following is **NOT** a sign that a young person may be experiencing sexual abuse?

- a. Sudden change in behavior or mood
- b. Unexplained injuries or bruises
- c. Increased confidence and self esteem**
- d. Avoidance of certain people or places

# Knowledge Check #1

**The correct answer is C, “Increased confidence and self-esteem”**

Sudden changes in behavior or mood, unexplained injuries or bruises, and avoiding certain people or places all may be signs that a youth is experiencing sexual abuse. Increased confidence and self-esteem are unlikely to be signs of abuse.

# Knowledge Check #2

**As a youth activity staff, what can you do to create a safe environment and prevent sexual abuse?**

- a. Avoid being one-on-one with youth participants
- b. Encourage open communication and listen to concerns
- c. Implement policies for prohibited conduct and behavioral expectations
- d. All of the above

# Knowledge Check #2

**As a youth activity staff, what can you do to create a safe environment and prevent sexual abuse?**

- a. Avoid being one-on-one with youth participants
- b. Encourage open communication and listen to concerns
- c. Implement policies for prohibited conduct and behavioral expectations
- d. All of the above**

# Knowledge Check #2

**The correct answer is D, "All of the above"**

Avoiding 1:1 interactions with youth participants, encouraging open communication and listening to the concerns of youth participants, and implementing policies for behavioral expectations are all ways you can create a safe environment for youth and prevent sexual abuse from occurring in a UW-Madison youth activity.

# Knowledge Check #3

**Which of the following is NOT a common grooming tactic used by abusers?**

- a. Offering gifts or special attention
- b. Establishing boundaries and respect
- c. Building trust and rapport with the youth and their family
- d. Isolating the youth from others

# Knowledge Check #3

Which of the following is NOT a common grooming tactic used by abusers?

- a. Offering gifts or special attention
- b. Establishing boundaries and respect**
- c. Building trust and rapport with the youth and their family
- d. Isolating the youth from others

# Knowledge Check #3

**The correct answer is B, “Establishing boundaries and respect”**

When an individual is respectful toward youth participants and establishes appropriate boundaries during the youth activity, they are not engaging in grooming behavior. However, offering gifts or special attention, building rapport with a youth’s family, and isolating a youth from others are all signs that an individual is engaging in inappropriate grooming behavior.



# Knowledge Check #4

**Which of the following is the correct order for responding to an incident of sexual abuse that occurred during a UW-Madison youth activity?**

- a. Ensure immediate safety, call the authorities, notify UW-Madison
- b. Notify the parents, inform your supervisor, call the authorities
- c. Notify UW-Madison, ensure immediate safety, notify the parents
- d. Inform your colleagues, notify UW-Madison, call the authorities

# Knowledge Check #4

Which of the following is the correct order for responding to an incident of sexual abuse that occurred during a UW-Madison youth activity?

- a. Ensure immediate safety, call the authorities, notify UW-Madison
- b. Notify the parents, inform your supervisor, call the authorities
- c. Notify UW-Madison, ensure immediate safety, notify the parents
- d. Inform your colleagues, notify UW-Madison, call the authorities

# Knowledge Check #4

**The correct answer is A, “Ensure immediate safety, call the authorities, notify UW-Madison”**

If an incident of sexual abuse occurs during a UW-Madison youth activity, ensuring the youth’s safety is your first priority. You should then promptly call either Child Protective Services or law enforcement. Finally, you should report the incident to UW-Madison by submitting the [Campus Incident Reporting Form](#).



# Summary



# Key Takeaways

## **In this training, we have outlined:**

1. the dynamics of abusive or sexualized behaviors among youth participants
2. measures you can take to reduce instances of youth-to-youth or staff-to-youth 1:1 interactions
3. how to recognize inappropriate conduct in staff behavior with youth participants
4. ways to respond to a disclosure or suspicion of abuse including strategies for communication with staff, youth participants, parents and the media

## **Remember:**

- If you see something, say something.
- There are many people that can support you if you have questions or concerns.
- We all play a role in keeping youth safe at UW-Madison.

# Conclusion

You have reached the end of the training.

**Who can I contact if I have additional questions or if I need additional resources?**

Contact the **Office of Youth Protection:**

[youthprotection@wisc.edu](mailto:youthprotection@wisc.edu)

<https://youthprotection.wisc.edu/>

Contact the **Office of Compliance:**

[uwcomplianceoffice@wisc.edu](mailto:uwcomplianceoffice@wisc.edu)

<https://compliance.wisc.edu/>

608-265-6018 (relay calls accepted)

Thank you for doing your part to keep youth safe at UW-Madison! Good luck with your youth activity!



**Office of Youth Protection**  
UNIVERSITY OF WISCONSIN-MADISON