



# PRAESIDIUM

Our Passion. Your Protection.



# PRAESIDIUM

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LATIN. TO GUARD OR PROTECT FROM HARM

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## **TWO DECADES AGO**

A volunteer coach at a local youth serving organization repeatedly sexually abused a 9-year-old boy enrolled in one of its programs. Frustrated and angry, board members demanded to know what could be done to prevent such a terrible tragedy from happening again.

To find the answer, Praesidium completed an exhaustive review of the scientific literature, only to discover that not much was known about the prevention of abuse in organizations. Most of the research focused on psychological testing to screen out potential offenders—but that doesn't work.

## **TODAY**

We know what works. We know how to prevent the sexual abuse of children and vulnerable adults by employees, volunteers, and other program participants.

# BUT FIRST, THE FACTS

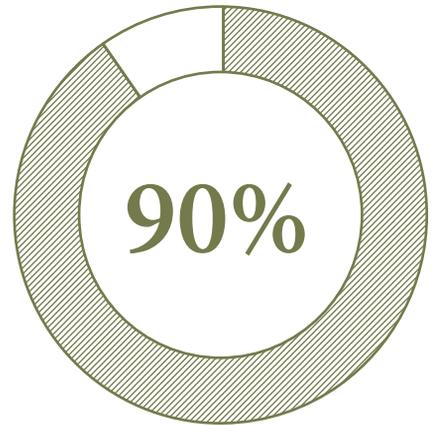
## 1 IN 4 GIRLS

sexually abused before age 18



## 1 IN 6 BOYS

sexually abused before age 18



OF ABUSERS KNOWN TO  
THE VICTIM OR FAMILY

Nearly

# 9.6%

of students targets  
of educator sexual  
misconduct some-  
time during their  
school career

# 13%

of teens sexually  
solicited online

# 28%

of children report  
being bullied

## IMPACT ON VICTIMS

A single incident of sexual abuse can change a child's life forever. A once-happy child may become angry all the time or physically aggressive. Stop doing school work. Withdraw from the family. Take drugs. Act out sexually. Become depressed, maybe even suicidal. And without help, the downward spiral may continue for a lifetime.

# 30%

of adults with disabilities  
abused by caretakers

# 1-2 Million

Americans 65 or older abused  
by caretakers

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## IMPACT ON ORGANIZATIONS

An incident or allegation of abuse can bring an organization to its knees. Employees question themselves, “What went wrong? How could such a terrible thing happen under their watch?” Parents worry that their child may not be safe. Then there’s the media. And the police. And the investigations. And the lawsuits. And donors leaving. But none of this has to happen. You can prevent sexual abuse from happening in your organization.

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**\$130 Million**

Award in clergy abuse case

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**\$8 Million**

Award in summer camp case

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**\$2 Million**

Award in peer-to-peer case

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# The Praesidium Safety Equation® — the Foundation for all of our Work

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Using current research and root cause analyses of thousands of cases of abuse across a diverse range of organizations, Praesidium has identified eight organizational operations that provide opportunities to decrease the risk of abuse by employees, volunteers, or other program participants. Together, these eight operations make up the Praesidium Safety Equation®.

## The Eight Critical Organizational Operations

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### **POLICIES**

Policies define the bandwidth of acceptable behavior in an organization. When employees know and understand policies, they can report policy violations that may foretell abuse.

### **SCREENING AND SELECTION**

Comprehensive screening and selection requires organizations to discover and consider everything they can about applicants, and to use what is known about how offenders operate to make thoughtful hiring decisions.

### **TRAINING**

Effective abuse prevention training gives employees and volunteers the information and skills they need to keep those in their care safe. Training must be frequent, specific, and immediately useful on the job.

### **MONITORING AND SUPERVISION**

When employees and volunteers are adequately supervised, potential offenders are less likely to act on their impulses because they face detection.

### **INTERNAL FEEDBACK SYSTEMS**

Information about program operations, such as incident reports, client complaints, or external licensing violations, can identify high-risk programs or individuals.

### **CONSUMER PARTICIPATION**

If consumers—adults and minors alike—know how to recognize suspicious or inappropriate interactions or policy violations, they can be a valuable part of the risk management team.

### **RESPONDING**

How an organization responds to reports of suspicious or inappropriate interactions, policy violations, or suspected abuse can dramatically affect the harm to the individual and to the organization.

### **ADMINISTRATIVE PRACTICES**

The board of directors must be well-informed of the risks the organization embraces and the operational practices in place to ensure the safety of those in care and the reputation of the organization.

# THE PRAESIDIUM SAFETY EQUATION<sup>®</sup>



# SOLUTIONS

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## **ARMATUS® LEARN TO PROTECT SYSTEM**

Armatus® overcomes the limitations of traditional online training by including with each course an Action Plan to help learners apply what they're learning; a Discussion Guide to be used in a group setting; and a Coaching Handbook for supervisors. Armatus® also includes brief skill-based videos—MiniMinders™—accessible on mobile devices at any time. Your employees and volunteers get just the right training—at just the right time! And our onsite instructor-led and train-the-trainer training is perfect for large groups or specialized content.

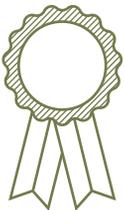
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## **KNOW YOUR SCORE! ONLINE SELF-ASSESSMENT**

Now you can systematically assess your organization's strengths and weaknesses that may influence your risk of abuse. And you can compare your scores with similar programs across the nation. Once you close the gaps, you can become Praesidium Accredited!

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## **PRAESIDIUM RISK ASSESSMENT AND ACCREDITATION**

Your organization can achieve the nationally-recognized gold standard in organizational abuse prevention: Praesidium Accreditation. Praesidium Safety Analysts come on site to assess your abuse risk management practices and help you systematically close gaps and implement best practice standards. Once done, you can proudly announce to everyone—your consumers, your community, your insurance underwriters—that your organization meets the highest abuse prevention safety standards in the nation.

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## **PRAESIDIUM GUARDIAN CERTIFICATION**

Select an employee committed to protecting those in your care and give them the information and skills they need to become your “boots on the ground” expert on organizational abuse prevention. Your Praesidium Guardian joins a national community of certified Praesidium Guardians for support, guidance, and cutting-edge information.

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## **ANONYMOUS REPORTING HELPLINE**

In many cases of abuse, someone notices something suspicious or inappropriate but doesn't know what to do. Now they can use Praesidium's Helpline to ask an expert how to respond. Call the authorities? Interview the kids involved? Watch for other signs? A Praesidium expert will promptly gather information, alert you to the situation, and provide consultation on how to respond.

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*“Praesidium’s employees are truly the experts in organizational abuse risk management, and they understand deeply what needs to happen in schools. I strongly recommend them.”*

Celeste Sullivan, Risk Management,  
Chicago Public Schools

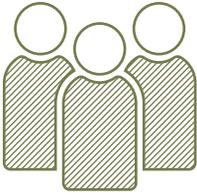




*“Boys & Girls Clubs of America uses Praesidium’s online abuse prevention training in Clubs across the nation. Their national child abuse prevention ‘helpline’ allows our employees and volunteers to report any concern they have about the well-being of a child attending a Club.”*

Les Nichols, Vice President,  
Club & Child Safety





### **PRAESIDIUM'S SCREENING AND SELECTION TOOLKIT**

The most comprehensive package of its kind, our Screening and Selection Tool Kit comes complete with everything your organization needs to effectively screen employees and volunteers, including more than 80 “red flag” indicators for identifying high-risk applicants and hundreds of examples of high- and low-risk applicant responses.



### **CRISIS MANAGEMENT**

If your organization is hit with an allegation of abuse, the media may be at your door, along with scared and angry parents, alarmed employees, concerned board members, and maybe even the police. You need answers, fast! This is where we can help. We provide whatever it takes, immediately, to manage the situation professionally and effectively.



### **COMPREHENSIVE BACKGROUND CHECKS**

Your first line of defense against sexual offenders is to keep them out of your organization. But do you know if your checks are comprehensive? And with all the new government regulations, do you understand your legal obligations regarding how to respond to a check that shows a conviction? We not only provide a comprehensive check, but also we offer guidance and consultation about how to respond to results!



### **LITIGATION SUPPORT**

A stranger comes to your office with an unexpected delivery: a subpoena naming you in a lawsuit, charging your organization with responsibility for the sexual abuse of a child. Trust Praesidium to work with your legal team to identify the strengths and weaknesses of your case, a process that can make a difference in the outcome.



### **INCIDENT INVESTIGATIONS**

You learn that an employee's interactions with a child or vulnerable adult in your program are suspect. Or an anonymous caller leaves a message with details accusing a former employee of abuse. You've notified the authorities but they decline to investigate. What now? Let Praesidium's investigative team uncover the truth. Are there gaps in your policies and procedures that nearly allowed something tragic to happen? Was a youth or vulnerable adult harmed? Praesidium's incident investigations answer these questions and more, and help your organization map out a specific action plan.

# INDUSTRIES

- + ADULTS AND YOUTHS WITH DISABILITIES
- + BOYS & GIRLS CLUBS
- + CAMPS
- + CATHOLIC ORGANIZATIONS
- + CHILD CARE
- + CHURCH AND FAITH-BASED
- + GERIATRIC
- + HIGHER EDUCATION
- + HOSPITALS AND HEALTHCARE
- + PARKS AND RECREATION
- + RESORT, HOSPITALITY, ENTERTAINMENT
- + SCHOOLS
- + SOCIAL SERVICES
- + YMCA
- + YOUTH DEVELOPMENT
- + YOUTH SPORTS AND FITNESS

## CHURCH AND FAITH-BASED

*“Church Pension Group has partnered with Praesidium for almost a decade, providing engaging and effective online abuse prevention training to our members across the nation. The overall reaction of our more than 108,000 users is WOW!”*

B.J. Cogan, Safeguarding Program Manager, Church Pension Group

## YOUTH DEVELOPMENT

*“Safety of clients is paramount in our work with children and youth in treatment foster care.*

*Through working with Praesidium, we strengthened our practice and incorporated management of risk at every level—hiring, training, supervision, and monitoring. Praesidium accreditation is an excellent way to demonstrate our commitment to safety and zero tolerance for abuse.”*

Eric Strickland, CEO, Omni Visions Schools

## YMCA

*“Praesidium has a lengthy history of working with Ys across the United States to help us fulfill our ongoing commitment to keep kids in our care safe. In 2014, YMCA of the USA began making Praesidium abuse prevention resources available to every Y in the United States. We are pleased to have Praesidium as our national partner in preventing child sexual abuse.”*

Kent Johnson, Executive Vice-President/Chief Operations Officer, YMCA of the USA



#### SPORTS

*“Working together, USA Swimming and Praesidium have created customized abuse prevention training that is the first of its kind in the Olympic movement. The response has been overwhelmingly positive, and we are indeed proud to call Praesidium our partner.”*

Susan Woessner, Director of Safe Sport,  
USA Swimming

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#### HIGHER EDUCATION

*“The University of Alaska sees Praesidium as a partner in developing best practices for protecting the more than 60,000 minors engaged with our students and in our programs. After presentations by Praesidium, our senior management were particularly interested in having Praesidium’s expert advice for incidents, response, and training. During implementation, our directors and employees are learning how to incorporate Praesidium’s Safety Equation® into their programs. I was really pleased to hear a director tell me he was going to apply the same principles to other programs as well. Praesidium helps with best practices for minors, and it helps employees enlarge their understanding of good risk practices in general. Praesidium is providing more than just a ‘deliverable.’ We’re looking at change.”*

Nancy Spink, ARM-E, Chief Risk Officer, Risk Services, University of Alaska

# PRAESIDIUM

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*To help you protect those  
in your care from abuse  
and to help preserve trust  
in your organization.*

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800.743.6354

[info@PraesidiumInc.com](mailto:info@PraesidiumInc.com)



