



Ferris State University University Recreation

Child Sexual Abuse Training For Employees & Volunteers

Prevention, Identification & Reporting



Components of Child Abuse Prevention (including Sexual Abuse):

- 1) Screening of UREC staff prior to hiring
- 2) Guidelines on appropriate interactions with minors
- 3) Monitoring behavior
- 4) Ensuring safe environments
- 5) Reporting



Definition of Child Abuse (Michigan law):

“Child abuse” means harm or threatened harm to a child’s health or welfare that occurs through nonaccidental physical or mental injury, sexual abuse, sexual exploitation, or maltreatment, by a parent, legal guardian, or any other person responsible for the child’s health or welfare or by a teacher, a teacher’s aide, or a member of the clergy. (MCL 722.622(f))



Definition of Child Sexual Abuse & Sexual Contact (Michigan law):

“Sexual abuse” means engaging in sexual contact or sexual penetration as those terms are defined in section 520a of the Michigan penal code, 1931 PA 328, MCL 750.520a, with a child. (MCL 722.622(f))

“Sexual contact” includes the intentional touching of the victim’s or actor’s intimate parts or the intentional touching of the clothing covering the immediate area of the victim’s or actor’s intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for: (i) Revenge. (ii) To inflict humiliation. (iii) Out of anger. (MCL 750.520a (q))



1) Screening of UREC Staff

Goal: To select the best possible UREC staff, while screening out individuals who have sexually abused youth or may be at a higher risk to abuse.

- All Ferris State UREC staff, employees, and volunteers will be subject to a criminal background check and potentially a DHS central registry check.
- Any indication of an elevated risk to youth, such as violent behavior or child abuse crimes, will result in automatic termination.
- Other prior illegal activities may also result in termination and will be decided on a case-by-case basis.



2) Guidelines on Appropriate Interactions with Minors

Goal: To ensure the safety of minors in their interactions with UREC staff and fellow patrons.

Appropriate, positive interactions among youth and between employees and youth are essential in supporting positive youth development, making youth feel valued, and providing the caring connections that serve as protective factors for youth.

- Limit one-on-one interactions with minors to public places.
- Ensure that interactions between minors are not inappropriate, explicit, or involve bullying in any way.



Examples of Appropriate and Inappropriate Interactions with Minors:

Verbal Communication

Appropriate:

- Praise
- Positive reinforcement for good behavior

Inappropriate/harmful:

- Sexually provocative or degrading comments
- Risqué jokes or stories (whether directed to the minor or in their presence)



Examples of Appropriate and Inappropriate Interactions with Minors (continued):

Physical Behavior

Appropriate:

- Pats on the back or shoulder
- High fives or fist bumps

Inappropriate/harmful:

- Patting the buttocks
- Intimate/romantic/sexual contact
- Corporal punishment
- Showing pornography or involving youth in pornographic activities



3) Monitoring Behavior

Goal: To prevent, recognize, and respond to inappropriate and harmful behaviors.

✓ ***PREVENT***

✓ ***RECOGNIZE***

✓ ***RESPOND***



PREVENT:

- ***Monitor*** the behaviors and interactions of minors with UREC staff and fellow patrons for appropriateness as previously indicated.
- ***Limit*** or prevent the minor's contact with other patron's that are not the minor's immediate guardian(s).
- ***Prevent*** yourself and fellow UREC staff from getting in compromising circumstances with minors such as one-on-one situations or disciplining minors without backup.



RECOGNIZE:

- ***Take notice*** when a fellow staff member is spending too much time with one minor, showing favoritism, giving gifts, or trying to get a minor alone.
- ***Listen*** for inappropriate communications between staff and minors and between fellow patrons.
- ***Watch*** for inappropriate physical contact between UREC staff and minors and between fellow patrons.



RESPOND:

- ***Interrupt*** the inappropriate behavior and indicate why you believe it's inappropriate. Sometimes people simply misjudge their actions and 'calling them on it' is all it takes.
- ***Report*** any and all inappropriate behavior directly to Cindy Horn the UREC Director (Phone: 231-591-5309/Email: hornc@ferris.edu).
- If you feel a crime has taken place, follow the procedures above or contact Campus Police at (231) 591-5000.



4) Ensuring Safe Environments

Goal: Reducing the risk by controlling the situation.

- **Visibility** – minors should be in the public, open areas – arenas, fields, etc.
- **Privacy** – minors and patrons should always have privacy when toileting, showering, and changing clothes.
- **Boundaries** – clearly communicate with minors and their guardians where they should (and should not) be at all times while in the SRC or other UREC facilities.



5) REPORTING:

- If you suspect child abuse of any kind, it is your duty to report the alleged crime. This can be done by contacting the UREC Director, or FSU Campus Police at (231) 591-5000.
- If you need assistance in reporting an alleged crime, the UREC Director (Phone: 231-591-5309/Email: hornc@ferris.edu) will assist you.
- If you notice inappropriate behavior that you don't suspect is a crime, report immediately to the UREC Director.
- If a child informs you of an alleged crime or inappropriate behavior, assure the safety of the child, and then immediately report it to the Building Manager, UREC Director, or Campus Safety (whichever is deemed most appropriate).



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University Recreation strives to provide each patron with a safe, healthy, fun recreation experience.

As a valued member of the UREC staff, you bring unique abilities and experiences to share with our patrons. We appreciate you being a part of our staff team!

Together, we can provide a fun and healthy environment, while keeping each minor safe!

Please advance to the next slide for the required acknowledgement & acceptance of this training.



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Acknowledgement & Acceptance of Duties:

By signing below on the google doc, you are acknowledging that you have received and understand the University Recreation child sexual abuse prevention training, and you are willing to make every possible effort to comply with this training in order to protect the minors who visit the SRC from child abuse of all kinds, especially child sexual abuse.

Click the link below for the Signature page:

https://docs.google.com/forms/d/1iDG-YLr-ag-V2-JwRM_bNvXGuqvq49kIvDqnSncIsI/viewform