

2024

Praesidium Report



PRAESIDIUM

www.PraesidiumInc.com



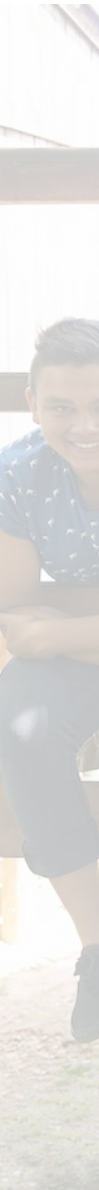
Welcome to the Praesidium Report[©].
The purpose of this report is to share
Praesidium’s global experience and
research findings and to provide industry
trends relevant to our mission:

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

PRAESIDIUM

2225 E. Randol Mill Rd. | Suite 630
Arlington, TX 76011
www.praesidiuminc.com | info@praesidiuminc.com

© 2024 | The information and suggestions contained herein are provided by Praesidium as a courtesy. It is not intended to be legal advice. It is provided “as is” without warranty, expressed or implied. The reader assumes all risk for reliance thereon.



2024



When citing this paper, please use:

Praesidium. (2024). 2024 Praesidium Report. <https://hubs.ly/Q02sjP120>

Table of Contents

INTRODUCTION	06
WHAT CAN WE LEARN FROM LARGE LOSSES?	08
YOUTH PROBLEMATIC SEXUAL BEHAVIOR	12
Definition of Problematic Sexual Behaviors	12
Prevalence of Youth-to-Youth Problematic Sexual Behavior	12
A New Form of Youth-to-Youth Abuse: “Deepfake” Image-Based Sexual Abuse	14
What Can Organizations Do to Prevent Youth-to-Youth Problematic Sexual Behavior?	15
UNDERSTANDING ADULT-TO-ADULT ABUSE	16
Prevalence of Adult-to-Adult Abuse	17
Characteristics of Adult-to-Adult Abuse	18
Provider-Patient Sexual Abuse in Healthcare Highlight	19
STAFFING CHALLENGES	20
Minor Employees	20
Compromised Screening Practices	21



Table of Contents

EXPOSURES FOR NON-TRADITIONAL YOUTH-SERVING INDUSTRIES	23
INTERNATIONAL UPDATES	25
Spotlight on Australia	25
Spotlight on Latin America	26
CONCLUSION	28
REFERENCES	29
APPENDIX A. GLOSSARY OF TERMS	32
APPENDIX B. PRAESIDIUM INCIDENT ANALYSIS HIGHLIGHTS	33
APPENDIX C. PRAESIDIUM STANDARDS TRENDS	37
APPENDIX D. PRAESIDIUM BENCHMARKING ANALYSIS	40
APPENDIX E. STATUTE OF LIMITATIONS LEGISLATION UPDATES	41

Introduction

Praesidium’s vision is “to transform the way organizations protect consumers.” We work to set the highest standards in abuse prevention and provide the resources necessary for our clients to achieve and sustain these standards over time. One of the goals of this report is to provide the latest abuse prevention data and trends so organizations and other stakeholders (e.g. researchers, insurance carriers, legislatures, foundations) can use this information to help promote and evolve the standards within their realm of influence.

We have seen significant progress over the last 30 years. Consumer protection practices have continued to improve across all industries. This progress is encouraging; however, there is still a long way to go. For many years, Praesidium has observed that most people, organizations and even industries fall somewhere on the continuum of having a Complacency, Compliance or Commitment mindset. Preventing abuse requires a sustained Commitment to do what is required to prevent abuse. We endeavor to move organizations through what we call the “Journey of the 3 Cs” and encourage people, organizations and entire industries to move from a Complacency mindset to that of sustained Commitment.



Complacency is seen in organizations that assume abuse won't happen in their programs, and they may be lulled into thinking they have little or no risk if they have not experienced a serious incident in some time (or ever).

Compliance describes organizations that assume they are "safe" based on their compliance with external standards—typically licensing or other state-level requirements such as adult-to-youth ratios, completion of criminal background checks, and mandated reporter training. **Commitment** exists when abuse prevention is prioritized at a high level by organizational leadership and standards are clear, understood by staff, and routinely followed.

Where an organization sits on this spectrum can reflect several factors, such as its larger organizational culture, history of incidents, and current leadership priorities. Organizations can move back and forth on this spectrum based on

these and other factors; it is not necessarily a linear progression. In this year's report, we will explore how organizations face increased risks as they move between different points with their abuse prevention efforts.

Specifically, we will consider the costs of Complacency and Compliance in emerging risk areas (such as adult-to-adult abuse and risks for non-traditional youth-serving organizations) and the challenges to Commitment that external pressures like staffing shortages and legislative change can present. We will also share relevant trends such as how youth-to-youth incidents are being reframed and spotlight developments in two regions—Australia and Latin America.

Wherever your organization sees itself on this spectrum, we hope the information in this report will contribute to your goal of nurturing the Commitment needed to protect those you serve.

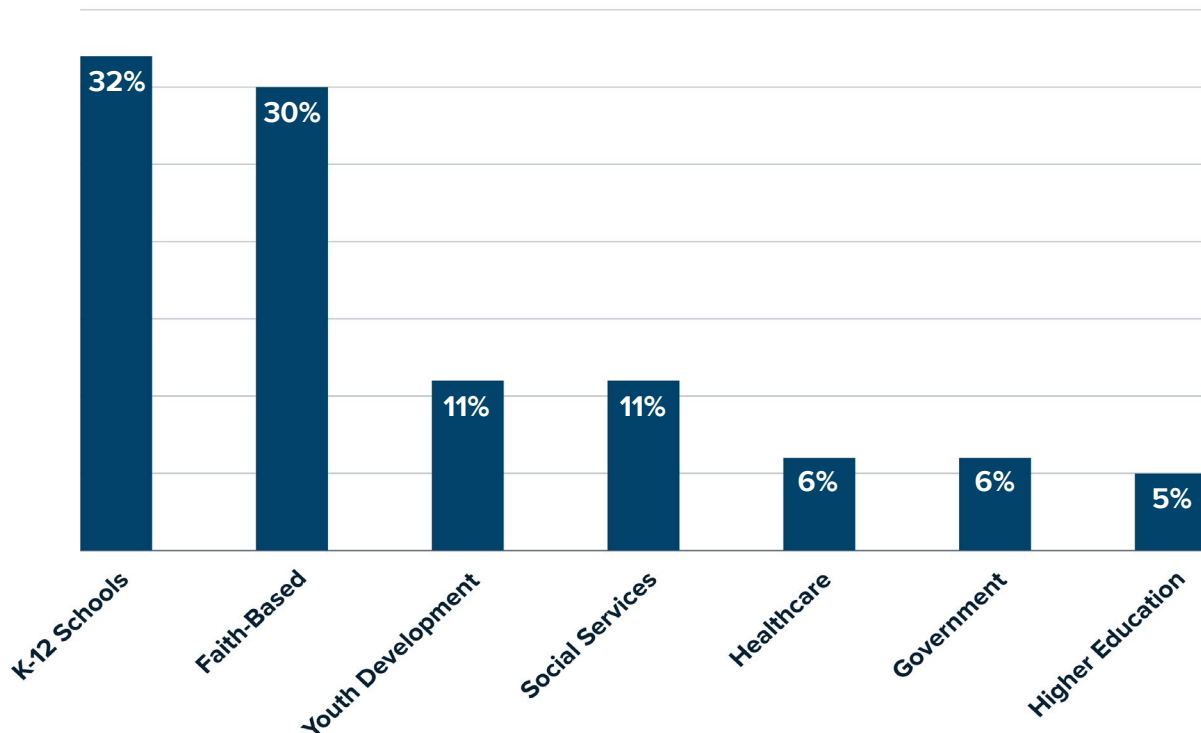


What Can We Learn From Large Losses?

Over the last five years, there has been not only an increase in the number of losses filed related to sexual abuse but also an increase in the payouts. Praesidium’s internal analysis shows that the number of million-dollar (or higher) payouts has increased **45%** since 2010. These financial losses can significantly affect an organization’s ability to fulfill their mission. Praesidium’s Research and Analytics team continues to analyze loss data to understand where organizations have exposures and how they can continue to enhance their prevention and response strategies. This specific analysis breaks down the data on sexual abuse incidents that resulted in a payout of \$1 million or more.

Based on Praesidium’s analysis of approximately 400 large losses, K–12 schools and faith-based organizations combined make up **62%** of all industries who experienced a large loss. Figure 1 below provides a full breakdown of industries. Praesidium identified a wide distribution in annual operating budgets for organizations with large losses ranging from **\$13,400** to **\$98,240,000**. **15%** of large losses involved only a singular incident of abuse.

Figure 1
INDUSTRY DISTRIBUTION OF LARGE LOSSES FOR SEXUAL ABUSE



Below are the top lessons organizations can learn from Praesidium’s most recent analysis of large losses.

Prioritize Prevention

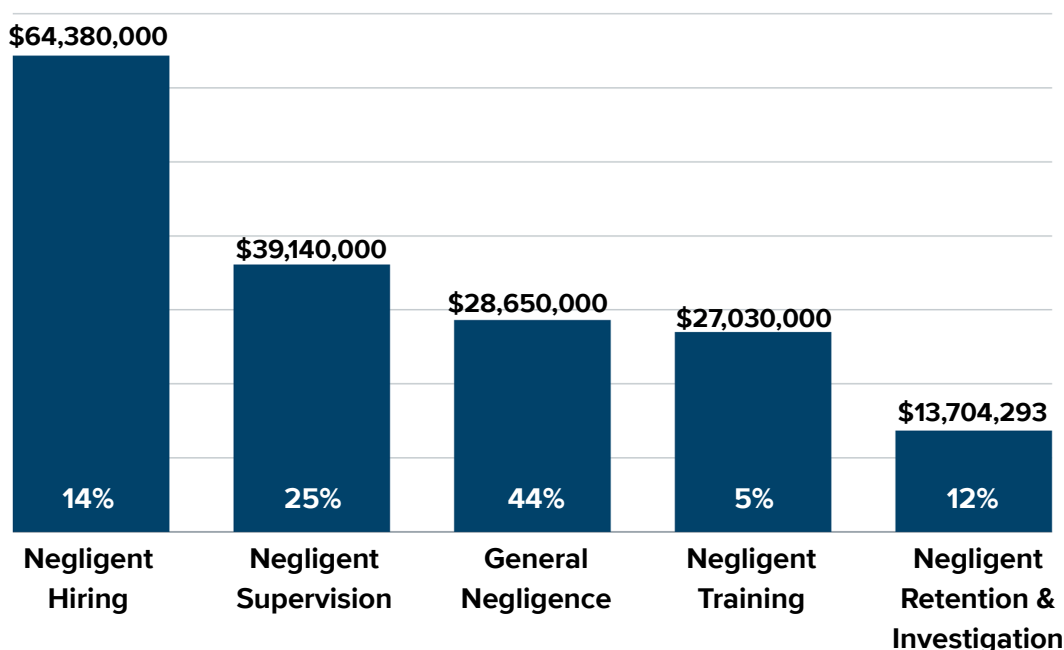
The current analysis of organizational faults highlights the essential need to prioritize abuse prevention efforts and implement effective strategies from the start. As seen below in Figure 2, while **negligent hiring** was identified in only **14%** of cases, it had the highest average payout (**\$64,380,000**) compared to all other forms of negligence. This demonstrates the critical importance of a thorough screening and selection process focused on abuse risk management to mitigate any negative outcomes.

Negligent supervision made up **25%** of the losses analyzed and had a substantial average payout (**\$39,140,000**). In these cases, organizations failed to supervise facilities, employees, and youth. Many of the incidents occurred in both public and private locations such as empty classrooms, staff members’ homes, school buses, bathrooms, and outside

recreation areas. Abuse can happen anywhere supervision is lacking; therefore, organizations must develop intentional supervision strategies and train staff to stay vigilant for red-flag behaviors.

Negligent training was identified in only **5%** of the cases but resulted in a substantially high average payout of over **\$27 million**. Training plays a critical role in mitigating the consequences of the warning signs discussed above. When employees and volunteers are well trained on how to report red-flag behaviors and other low-level concerns, this can minimize the risk of such behaviors rising to the level of abuse. When staff members know how to recognize and respond to high-risk behaviors, locations, and activities, the organization is better equipped to foster a safer environment.

Figure 2
AVERAGE PAYOUT PER INSTITUTIONAL FAULT



Take Warning Signs Seriously

In over a third of the large losses analyzed, there was an indication that the offender had previously abused someone before the reported incident, or the organization was aware of previous concerns learned through reference checks or other job history information. The large loss analysis showed that in instances where the abuse was a one-time offense and included details of previous concerns the offender exhibited, the average payout was **\$46 million**. In the losses where information on previous concerns was not present, the average payout was significantly lower (**\$4.9 million**).

Organizations must appropriately respond to any warning signs that arise whether during the screening process or an employee or volunteer's tenure within the organization. Creating a screening and selection process that assesses an individual's risk of abuse or harm is crucial for maintaining a safe environment. Everything—the application, interview, background check, and reference checks—should be consistently completed for all applicants and any warning signs should be followed up on before allowing a person into your programs.

Lastly, employees and volunteers must know and understand their role in reporting concerns. Ensure everyone knows the correct procedures and available avenues for sharing any concerns or warning signs they encounter. Teaching employees that everyone plays a role in preventing abuse and training everyone on how to monitor and report inappropriate behaviors can stop abuse before it ever occurs.

Respond Quickly

The data indicates that delayed reporting of abuse incidents by survivors and slower organizational responses to such disclosures may result in increased payouts in cases of litigation. Of the approximately 400 large losses analyzed, losses that were filed ten years or more after the actual incident occurred had a higher average payout (**\$43.9 million**) compared to those filed within nine years (**\$19.3 million**) (Figure 3 on the next page). **46%** of these losses involved more than one victim in the incident, underscoring the fact that the longer it takes the organization to respond, the more individuals are at risk of harm and abuse.

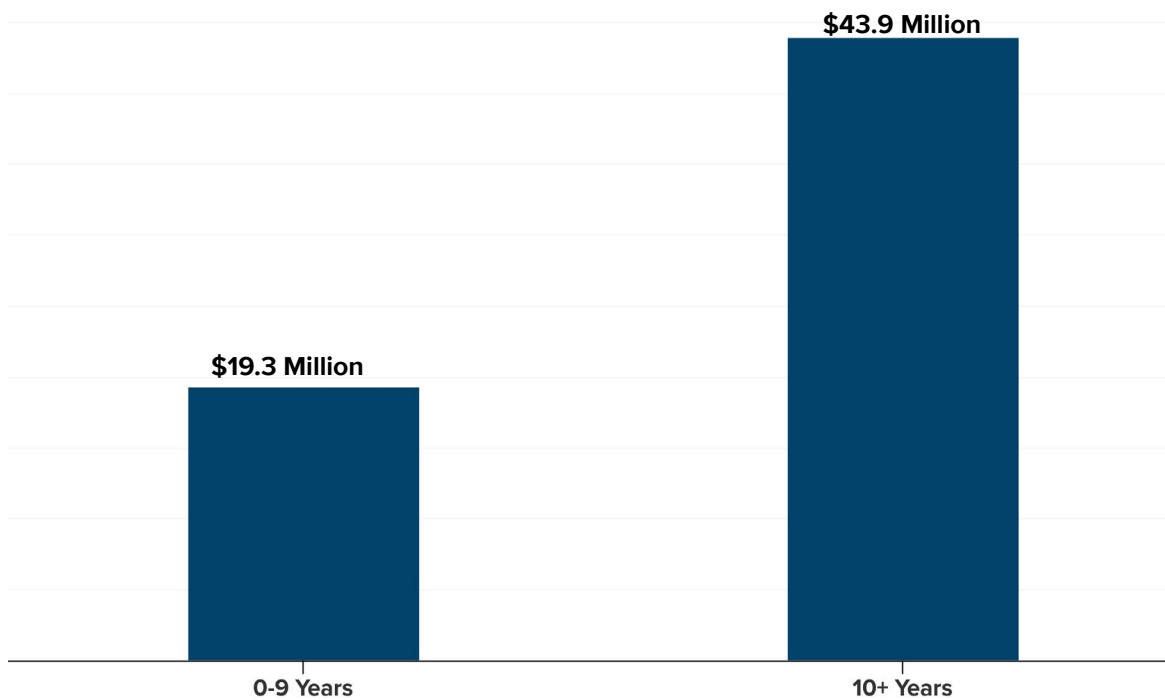
Organizations should ensure they have clear reporting mechanisms in place (including an anonymous method to report), and that they have reduced the barriers for consumers to report concerns or incidents of abuse. This will allow organizations to respond quickly, provide support for the survivor, and minimize the financial and reputational damage for the organization. Organizations that serve consumers can reduce the likelihood of additional incidents by responding promptly.

*For more information on
Responding, check out
Praesidium's white paper,
"Providing a Compassionate
Response to Sexual Abuse."*



Though it is simple to quantify the financial impact of large losses on organizations that allow incidents to occur on their watch, numbers do not tell the whole story. An incident of abuse harms the victim/survivor, their family, employees, volunteers, and even the community. The human and reputational costs of abuse are simply incalculable.

Figure 3
AVERAGE PAYOUT BASED ON YEARS BETWEEN INCIDENT AND FILING DATE



Youth Problematic Sexual Behavior

Research in recent years has introduced an important reframing of the dynamics of youth-to-youth abuse. Abuse prevention experts now recommend describing youth-to-youth abuse as “youth problematic sexual behavior (PSB)”. The National Center on the Sexual Behavior of Youth (NCSBY) explains that youth with problematic sexual behavior often start with “...a combination of life circumstances and individual factors that contributed to challenges following rules about sexual behavior, respect, and safety.”¹

While youth-to-youth problematic sexual behavior may seem very similar to abuse perpetrated by adults, it is crucial to remember that rehabilitation and swift intervention is the best response for youth involved in these behaviors.¹ It can be challenging to always know when behaviors rise to the level of “problematic,” but the NCSBY and other researchers have created helpful guidelines outlined below:

Definition of Problematic Sexual Behaviors

- Such behaviors diverge from typical, healthy, youth-to-youth interactions.
- They involve body parts such as genitals, anus, buttocks, or breasts and are developmentally inappropriate for the youth involved (i.e., depending on their age, size, abilities, etc.).
- Normative sexual behaviors can become problematic if the youth does not respond to intervention or the behaviors continue.²

Prevalence of Youth-to-Youth Problematic Sexual Behavior

A recent study found that **70% to 77%** of reported incidents of sexual assault and sexual abuse experienced by children and teens are attributed to other children or teens.³ Additionally, Praesidium’s incident analysis, specifically on youth-to-youth PSB, reinforces that these behaviors and incidents are increasing over time. Praesidium’s specific findings include the following:

- Losses filed involving youth-to-youth PSB have increased to **15%** of sexual abuse claims analyzed as of 2019 (Figure 4).
- Praesidium’s Helpline service consistently shows that, on average, **50%** of all calls involve youth-to-youth PSB (Figure 5). Of the summer 2023 helpline calls on youth-to-youth PSB, **16%** of the incidents involved multiple youths who were harmed or targeted by another youth (Figure 6).
- While the average payout for youth-to-youth PSB incidents is **\$2.3 million** across industries, the average payout for the youth development industry is **\$6.6 million**.
- **19%** of K–12 incidents are youth-to-youth PSB.
- The locations where youth-to-youth PSB incidents are most likely to occur include classrooms, gymnasiums, outside recreational areas, and other common program spaces.



Figure 4
LOSSES FILED OVER TIME BY CATEGORY

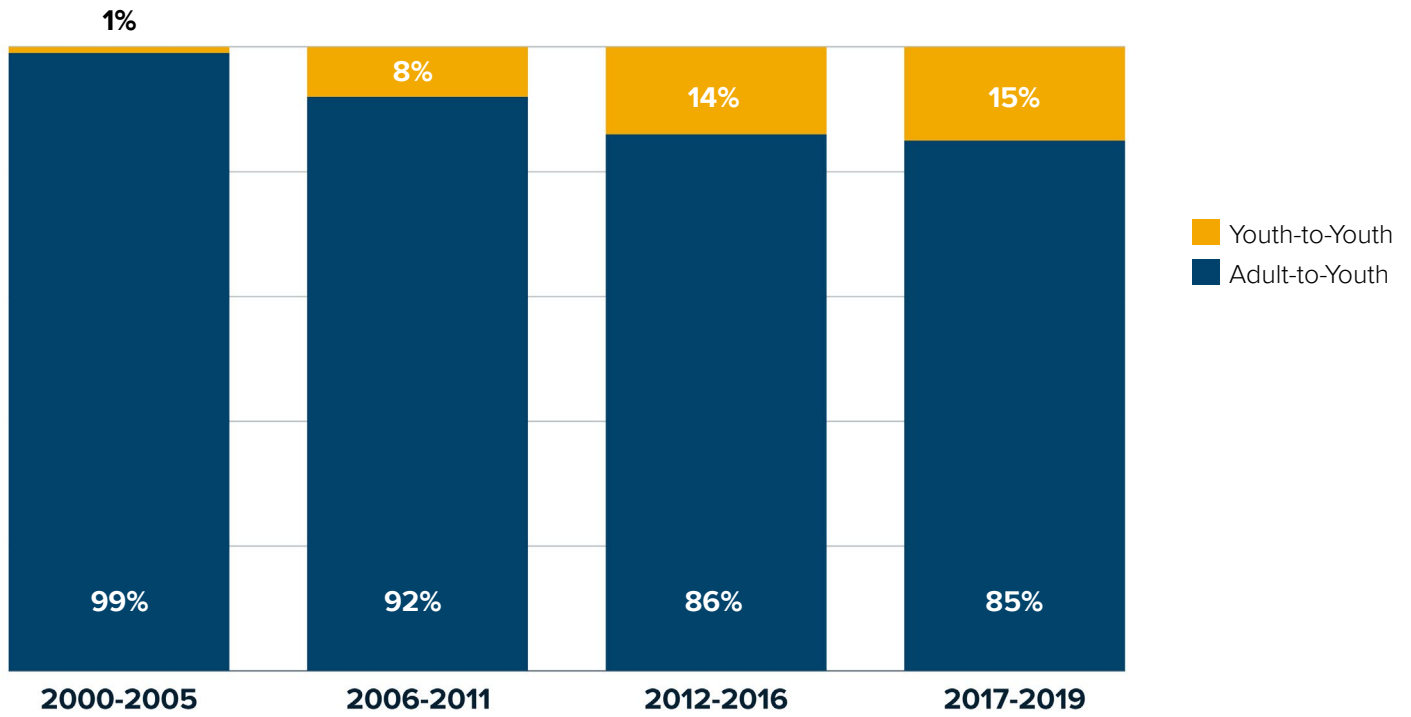


Figure 5
INCIDENT CATEGORY BREAKDOWN

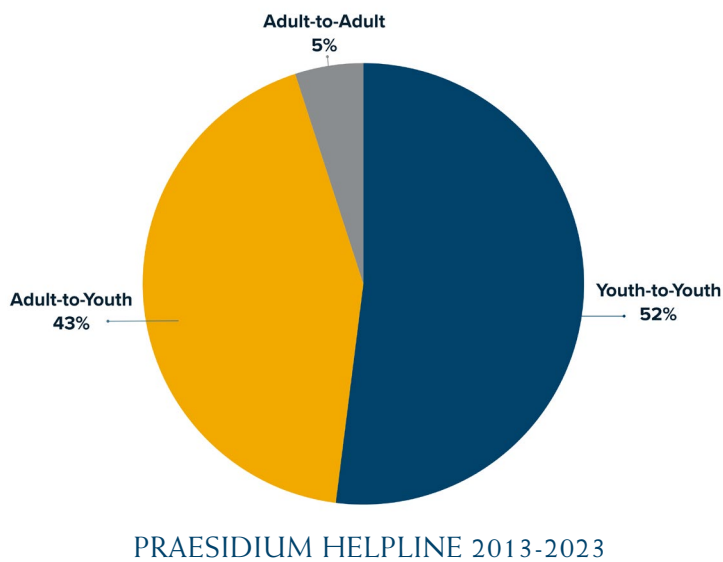
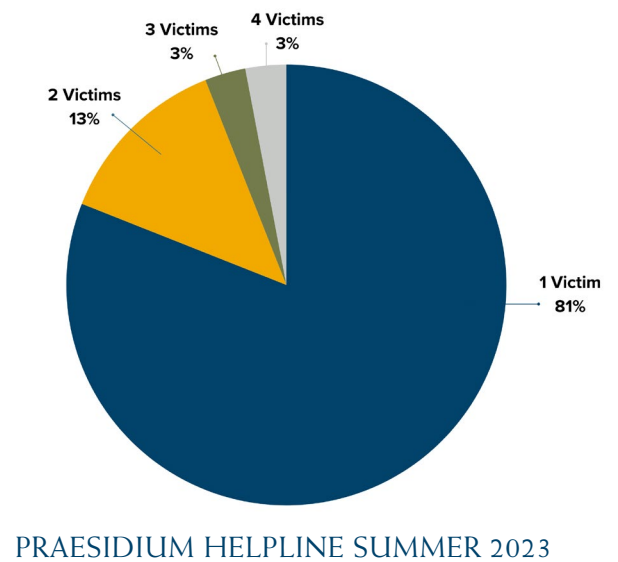


Figure 6
NUMBER OF VICTIMS PER INCIDENT FOR YOUTH-TO-YOUTH INCIDENTS



Understanding how youth-to-youth PSB occurs is critical for implementing prevention strategies and empowering youth to also protect themselves. The next sections will describe a disturbing technology trend putting youth at risk and offer strategies to help your organization prevent and respond to PSB.

A New Form of Youth-to-Youth Abuse: "Deepfake" Image-Based Sexual Abuse

An extremely concerning rise in the global production of deepfake image-based sexual abuse has been brought to the forefront. Thus far, the research shows that most victims in these instances are women and girls. Perpetrators are exploiting their

identities and images online to create child sexual abuse material. One recently publicized example highlighted an alarming trend across high schools in the United States where students are creating such images of their peers and disseminating these pictures to others.⁴

Compounding the issue is the absence of regulations surrounding artificial intelligence and specifically, the issue of deepfakes and other exploitation. Currently, there are few established regulatory frameworks to mitigate the proliferation of deepfake-based sexual abuse, posing significant challenges for law enforcement and organizations working to support potential victims.⁵

"Sexually explicit images and videos created by AI, also known as "deepfakes," pose significant and emerging risks to youth and organizations responsible for their supervision. AI technology has made it increasingly simple to create highly realistic fake images and videos, and minors are particularly vulnerable targets for such malicious activities. Additionally, once created, such content can spread rapidly across an organization which can result in cyberbullying, harassment, or exploitation. Making matters more difficult, this technology continues to advance. As such, it is imperative organizations begin to consider and plan for this risk. Educational programs for youth, parents, educators, and caregivers can aid in awareness, prevention, and ultimately promotion of responsible internet usage."

James J. Bourgeois, JD
Senior Risk Consultant



What Can Organizations Do to Prevent Youth-to-Youth Problematic Sexual Behavior?

PSB incidents occur regularly and youths may suffer a range of consequences. Organizational leaders must understand their responsibilities in preventing youth-to-youth PSB incidents from occurring in their programs.

- The most effective way to prevent youth-to-youth PSB is by implementing enhanced monitoring and supervision procedures, particularly for high-risk activities and locations. Even when it may seem there is not an opportunity for privacy, staff and volunteers must be vigilant to maintain a safe environment and understand their role in responding to any concerning interactions.
- A timely and compassionate response to reported incidents is key. Organizations should strengthen their responding procedures and be prepared to respond to all potential youth problematic sexual behaviors. This begins with knowing and understanding your state and local mandated reporting laws. Additionally, ensure your organization has a clear and concise procedure for all levels of staff to respond to youth-to-youth incidents.
- Consumer participation is an important piece of preventing all types of misconduct or abuse. This means that organizations engage all consumers, parents/guardians and their larger community in protecting individuals from abuse. Organizations must be proactive in ensuring all consumers know what is acceptable within programming and how to report all concerns. Youth rely on the adults around them for protection but can also become empowered to help protect themselves and understand potential risks; youth-serving organizations (YSOs) play an important role in partnering with youth and their families to educate them on difficult topics like this.
- Many states have started to tackle how to create legislation to stop the use of deepfakes and other image-based sexual abuse.⁶ An Executive Order was also signed in 2023 focused on verification of online images and processes for tracking the origin of images.⁷ While it is encouraging to see federal- and state-level action on this issue, organizations must not wait for these efforts to take full effect and should take proactive steps to develop policies and guidelines concerning the use of AI and emerging technologies as it relates to protecting their consumers. Organizations should evaluate their policies for social media, electronic communication, and technology and internet usage to ensure they address these emerging risks.



Data from Praesidium's Assessment Tool shows that 47% of organizations do not have a written procedure outlining the appropriate employee and supervisor response to youth-to-youth problematic sexual behavior.

Understanding Adult-to-Adult Abuse

Legislation updates, new research, and the ongoing impact of the #MeToo movement have all played a role in how organizations and society are responding to and seeking justice for adult-to-adult incidents of sexual abuse, assault, and harassment.

A major impact on adult abuse incidents and how they are reported came from The Adult Survivors Act, enacted in New York from November 2022 to November 2023. This law introduced a crucial one-year lookback window for survivors of abuse experienced as adults. During this period, over **3,000** civil suits were filed, with a significant portion targeting institutions such as hospitals, medical providers, nursing homes, and various social service agencies.⁹ This legislative action coincided with the aftermath of the #MeToo movement, marking six years since its inception.

Reports showed that “the number of cases filed in State Supreme Court alone rose from **803** on October 31 to **1,397** as of November 22.”⁹ Civil suits were filed against individual

offenders and prominent organizations and institutions in New York, like prisons and hospitals. For example, over **300** filings under the Adult Survivors Act specifically came from the healthcare industry.

The Adult Survivors Act, and others like it, remind us that ultimately, organizations must always be prepared to respond to allegations and suspicions of abuse, whether current or historical. Having procedures in place, such as a crisis management plan, responding procedures, and reporting avenues open to all consumers, is crucial for your organization to provide a compassionate and thorough response in these situations.

The following section sheds light on the prevalence, financial impact, and characteristics of adult-to-adult abuse incidents across multiple industries. This data only continues to emphasize the need for heightened awareness, prevention measures, and accountability for organizational leadership and insurance providers.

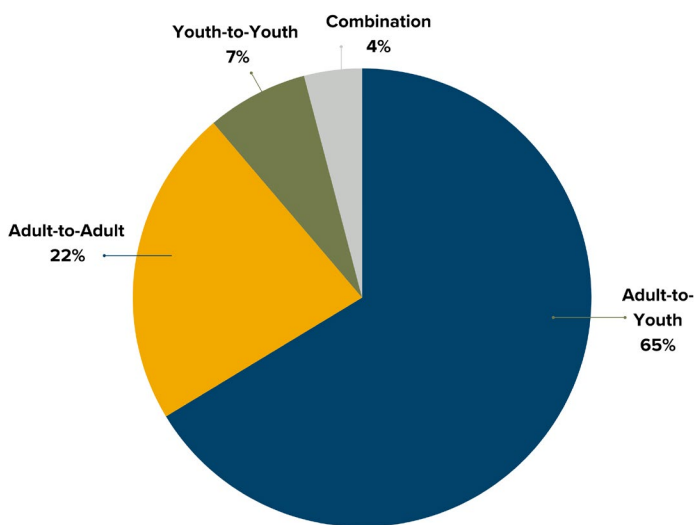


Prevalence of Adult-to-Adult Abuse

As described in previous sections of this report, Praesidium performs ongoing analysis of verdicts and claims data related to sexual abuse incidents (adult-to-adult, youth-to-youth, and adult-to-youth) from external sources. Of the approximately 1,500 incidents recently analyzed, **26%** are incidents of adult-to-adult abuse and a combination of adult-to-adult abuse along with other forms of abuse (Figure 7). The dynamics involved can range from employee-to-employee, employee-to-consumer, and/or consumer-to-consumer abuse. Unfortunately, research suggests that adult-to-adult abuse is significantly underreported, and state laws/statute of limitations make it challenging to pursue such cases within the criminal justice system.

Figure 7

INCIDENT CATEGORY BREAKDOWN OF LOSSES



Praesidium Tip:

Stay Informed, Be Prepared: Keep up-to-date with legislative changes regarding adult-to-adult sexual abuse. Develop and update internal procedures for crisis management and reporting to ensure a compassionate response to allegations. Being proactive helps support survivors and ensures accountability.

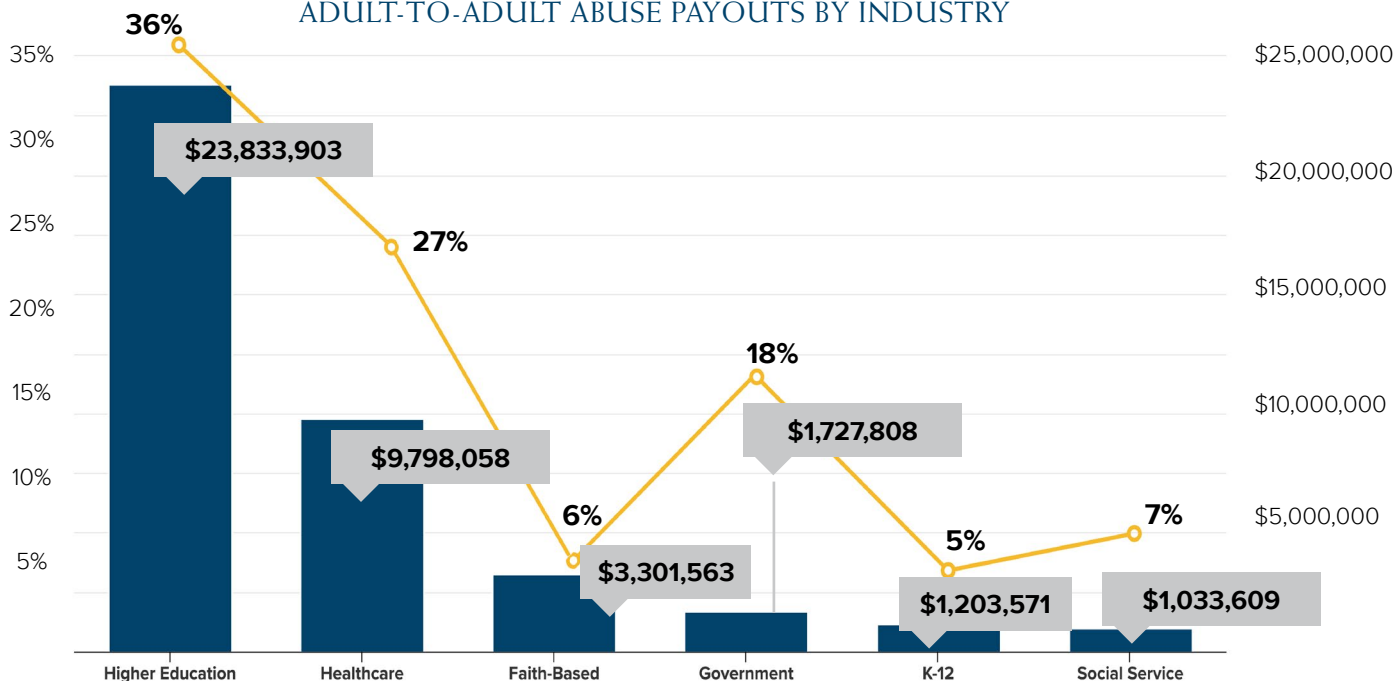
Characteristics of Adult-to-Adult Abuse

Industry Distribution of Adult-to-Adult Abuse Incidents. Praesidium’s analysis shows that higher education and healthcare are the industries in which the most losses are filed (**63%**—Figure 8). Many factors contribute to this, including power differentials that exist in these settings, opportunities for privacy, and historical lack of transparency. Additional education, training, and commitment to preventing abuse are necessary steps these industries can take toward fostering a safer environment.

Average Payout for Adult-to-Adult Incidents. Praesidium’s analysis found that the average payout for adult-to-adult abuse incidents is a substantial **\$24 million**. The high payouts indicate the severity and impact of these incidents on both victims and institutions involved.

Figure 8

ADULT-TO-ADULT ABUSE PAYOUTS BY INDUSTRY



Repetitive Nature of Adult Abuse Incidents. Another concerning finding from our analysis shows that **52%** of the adult-to-adult abuse incidents involved multiple instances of abuse. This could be multiple incidents of abuse from one offender with one or multiple victims, or multiple offenders from one organization or program. This data suggests that organizations often allow incidents of abuse to go unnoticed over long periods of time or that organizations are not responding appropriately to red-flag behaviors or allegations.

Gender Distribution in Adult-to-Adult Abuse Incidents. A striking **97%** of individuals accused in adult-to-adult abuse incidents are male, while **86%** of individuals abused in adult-to-adult incidents are female. This data underscores a concerning trend of gender-based victimization within these incidents.



Provider-Patient Sexual Abuse in Healthcare Highlight

Specifically in the healthcare space and within multiple medical specialties, surveys have uncovered alarming rates of physician-patient sexual abuse. The findings show that **3.3%** to **9.8%** of physicians have sexually abused or assaulted a patient.⁹ Similarly, analyses of the National Practitioner Data Bank (NPDB) estimate this rate to be approximately **5–10%** for physicians¹⁰ and less than **1%** for nurses.¹¹

The healthcare industry has been inconsistent in providing an appropriate response to these incidents

of sexual misconduct. Licensure actions or medical malpractice claims are rare, levied against only **1%** of physicians and **0.6%** of nurses.¹¹ This lack of action allows medical professionals the opportunity to continue practicing and potentially harm other individuals in the future. Professional medical licensing bodies must take a stronger stance on prioritizing patient safety and removing offending medical providers from their access to patients, students, or other vulnerable populations.

“With ever changing regulations and insurance payment schemes, staffing shortages and healthcare worker burnout, healthcare organizations are finding themselves at risk for disruptive behavior and violence by patients and staff. This has pushed the healthcare industry to examine its needs in abuse prevention and risk management.”

Beth Boyer Kollas, MS, MDiv, PhD
Risk Consultant

Later this year, Praesidium will publish a detailed white paper on preventing adult-to-adult abuse amongst vulnerable populations across industries.



Staffing Challenges

Like most other sectors, industries that serve youths and other vulnerable populations have encountered historic staffing shortages since the onset of the pandemic.¹² These workforce deficits have led to shifts in how staff are utilized and screened, introducing new risks that need to be addressed for the safety of all.

Minor Employees

Perhaps the most dramatic staffing shift we have seen this year is an increase in hiring staff members under the age of 18. Utilizing minor employees as junior staff, counselors in training, teen leaders, and other roles can be a terrific way to encourage leadership development for youths. However, there are limitations to how minors can be screened, and boundaries are often blurred or nebulously defined, leading to challenging situations for the minor employees, adult staff, and youths in the program.

“As a result of staffing shortages, numerous organizations have increased their hiring of minors. Managing minor employees and teenage leaders poses a challenge for many organizations due to the lack of clearly defined boundaries when working with individuals who are also minors.”

Katie Reese, JD
Senior Risk Consultant

Minor applicants cannot be screened in the same way as their adult counterparts. Criminal background checks will not yield much information as juvenile records are often sealed. Minors are also less likely to have proven job skills and experience, so organizations may need to rely more heavily on sources such as personal references to determine whether the applicant has the requisite maturity needed to

maintain boundaries with the youths they are charged with supervising. Some organizations are also introducing a social media screen as part of their hiring decisions for minor staff.

Another critical aspect of this risk is that adult staff, in the absence of training, may regard minor employees as peers. This dynamic can be particularly higher risk if the adult staff is close in age to the minor staff (many YSOs employ traditional college-age students, for example). All staff need an understanding that minor staff should effectively be considered as youth participants in their boundaries and interactions.

Due to limitations on screening and the increased risk for boundary issues with minor employees, a best practice is to not include minor staff in staff-to-youth participant ratios. Shortages have caused organizations to revise their ratios to include minors and rely on guidance from state labor laws that allow minors as young as age 14 to be in those roles. This drift from best practice will require additional training for all staff on how to support these younger staff and ensure safety for everyone.

The risks associated with utilizing a higher percentage of minor employees are not limited to youth-serving industries. Minors are increasingly filling positions in the

restaurant, retail, and other service sectors. According to a recent survey, teenagers made up about **18%** of hires in summer 2023 as compared to only **2%** in June 2019.¹³ Meanwhile, the Equal Opportunity Employment Commission (EEOC) has raised warnings about sexual harassment in the restaurant industry, calling it a “persistent and serious” problem and cautioning that teen workers are particularly vulnerable.¹⁴ In a recent study on workplace violence, **19%** of 14–17-year-old workers reported being harassed, and **6%** reported sexual assault.¹⁵ Any organization or place of business that employs minors must consider the possibility of an incident of sexual harassment or even assault of minor staff and train all staff on boundaries. Our research team is actively monitoring for these types of incidents and will report on trends as more data becomes available.

*Data from Praesidium’s Assessment Tool indicates that **30%** of organizations use minor employees in their ratios.*

Compromised Screening Practices

High turnover rates are not uncommon in organizations that serve vulnerable populations,¹⁶ but increased pressure in the labor market has created an urgency in moving applicants through the process quickly so as not to lose them to other opportunities. Consequently, some organizations may begin to drift from their typical screening practices.

“Organizations continue to face increased pressure to quickly hire individuals to remain competitive in this workforce market and find staff coverage for their programs. However, this often results in organizations bypassing their standardized screening measures like conducting interviews, reference checks, or criminal background checks, which can compromise their first line of defense in assessing individuals for abuse risk. In facing this challenge, organizations should intentionally invest operational resources to ensuring that individuals are appropriately and thoroughly evaluated prior to gaining access to vulnerable populations.”

Laura Hardin, LMSW
Senior Risk Consultant

If a screening process is seen as too slow and cumbersome, and positions are not being filled, organizations may resort to “momentum hiring,” cutting corners on best practices and relying solely on criminal background checks to make hiring decisions. Criminal background checks are critical, but they alone are not enough. It is estimated that the vast majority of child sexual abuse offenders do not have previous sexual offense convictions.¹⁷ The background check industry is highly regulated, and many federal and state laws dictate what can and cannot be reported about an applicant’s past. Furthermore, criminal background checks will not uncover additional information such as termination from previous positions, or other indicators of sexual abuse risk,¹⁸ thus the need for more behavioral interviewing and reference checks to assess the fitness of individuals who will have access to vulnerable populations.



To combat this, organizations may want to consider hiring seasonal help with processing applicants or using third parties to manage some of the more labor-intensive pieces such as reference checks. It is always a good idea to have a conversation with your screening partner to ensure that your practices are as robust and as efficient as possible.

Maintaining a full staff is a formidable challenge for most organizations, and tough decisions must be made to ensure the uninterrupted provision of vital services to communities. At the same time, we know that organizations found negligent in their hiring practices can face some of the highest average payouts following an incident. Acknowledging the possible consequences of choices like hiring minors for roles traditionally filled by adults or dialing back overall screening practices is critical in mitigating the potential for harm to staff and to those being served and in protecting the mission of the organization.

Data from Praesidium's Assessment Tool shows that 90% of organizations complete background checks, but only 75% complete three references.

Praesidium Tip:

Historic staffing shortages have introduced new risks. Keep the following in mind to ensure safety for consumers and employees.

- Prioritize comprehensive screening. Consider outsourcing parts of the screening process to ensure efficiency and consistency.
- Understand the limitations of screening minors and consider additional measures like social media checks.
- Train employees and volunteers to uphold boundaries with minor employees and avoid blurring boundaries.
- Ensure minor employees are not responsible for consumers and are supervised by adults at all times.

For more information on Screening, check out Praesidium's white paper, "[Safe Screening: Debunking Common Myths in Background Checks](#)."

Exposures for Non-Traditional Youth-Serving Industries

As evidenced in our ongoing benchmarking analysis, traditional youth-serving organizations continue to elevate abuse prevention standards and accountability. In more recent years, other industries that may provide youth activities and/or have a youth presence on their properties are now feeling external pressures to mobilize around this risk.

For example, prior to the 2012 conviction of Penn State Coach Jerry Sandusky, very few colleges and universities formally acknowledged the risk of interacting with minors. At that time, most did not think of themselves as serving minors, but after surveying departments across their campuses, learned that in reality, more youths were being served each year in athletic or academic camps, high school academies, on-campus childcare, tutoring and mentoring, lab work, etc. than traditional adult students. Praesidium's analysis shows a **225%** increase in large losses filed after 2012 for higher education institutions, and the urgency of addressing this risk further

intensified following the conviction of Dr. Larry Nassar at Michigan State in 2018.

Institutes of higher education now regard this as a top-tier risk and have made tremendous strides in understanding abuse prevention as a cross-cutting issue that must be managed consistently in all departments and programs. Many colleges and universities now have full- or part-time dedicated professionals who oversee this work for their campuses. The Higher Education Protection Network was founded in 2017 to support professionals in this role and now has over 220 members.

The hospitality industry (hotels, resorts, cruise lines, etc.) is also starting to wrap its arms around its abuse exposures. Though it has come out strongly in recent years to help combat human trafficking, due to increasing insurance claims and legal actions, these organizations are now feeling pressure from insurance carriers to implement loss control measures to prevent abuse of a guest (youth or adult) by a staff member or another guest.



“The focus on whether, to what extent, and the cost organizations can obtain insurance coverage in the United States for sexual abuse and misconduct liability (SML) has been a struggle for years. Organizations historically impacted fell into more traditional categories that serve easily identifiable populations and programming. But as the SML market continues to harden, new industries and organizations may find themselves at the center of this ever-widening focus on abuse risk, including those in entertainment, healthcare, hospitality, retail, and contracted relationships.”

Candace C. Collins, JD
Senior Director of Strategic Alliances

Like the higher education example, as properties inventory where youths are present, they are identifying many formal or informal programs and activities being offered for youths, such as arts or other enrichment activities; unsupervised game rooms, sports facilities, and aquatics areas; and babysitting services. Perhaps most significantly, many properties offer salon and spa services, which are high risk by nature and require considerable loss control measures.

Municipal parks and recreation programs are also experiencing urgency in the development of abuse prevention measures. Youth programming in this space may include summer day camps, youth sports leagues, ride-along experiences with first responder teams, and various outdoor activities. Insurance carriers that participated in our most recent benchmarking survey indicated that only **46%** would consider writing SML coverage for municipalities and other public entities. Further, in the same survey, only **15%** would consider writing coverage for hospitality programs.

Our team is also providing more consultation and tools to support non-traditional youth-serving organizations such as country clubs, fitness centers, sports facilities, and amusement parks in building abuse prevention programs. Looking at these industries as a whole, Praesidium’s analysis has identified large loss payouts of over **\$10M**. Losses of this magnitude can jeopardize their ability to secure sufficient insurance coverage for these exposures. Directly serving youths may not have historically been seen as part of their core competencies or even their business models, but insurance claims and legal actions have clearly dictated that these exposures must be understood and addressed.

*For more information on
SML Coverage trends,
check out Praesidium’s white
paper, “Insurance Carrier
Benchmarking: Sexual Abuse
and Molestation Liability.”*

International Updates

Abuse prevention initiatives continue to grow in all corners of the globe. We would like to spotlight two regions that have recently seen significant developments in awareness, prevention, and response efforts—Australia and Latin America.



Spotlight on Australia

Research indicates more than **1 in 3** girls and almost **1 in 5** boys experience child sex abuse in Australia.¹⁹ Other studies suggest more than half of people with disabilities aged 18–64 years have experienced physical or sexual violence,²⁰ and **15%** of people aged 65+ living in community dwellings in Australia reported at least one type of elder abuse.²¹ Against the backdrop of these sobering statistics, three separate Australian Royal Commissions investigated organizational responses to child sexual abuse²² and explored opportunities to improve aged care²³ and disability services.²⁰ The final report of each Royal Commission includes recommendations to improve laws, policies, and practices.



After a five-year inquiry, the Australian Royal Commission into Institutional Responses to Child Sexual Abuse released a final report in 2017 that created a national plan designed to guide youth-serving organizations in their prevention and response efforts.²² Today, this means organizations must navigate a complex regulatory framework to ensure adherence to the applicable child safe standards that exist at the national level,²⁴ plus an ever-growing patchwork of state requirements,²⁵ and sometimes industry- or association-level influences.²⁶ Some organizations express frustration with the intricacies, unsure how to merge the differing expectations while balancing policies and procedures that represent their lived experience and cultural realities.

Beyond prevention, eligible survivors of historical child sexual abuse can now take advantage of the National Redress Scheme (NRS) and may receive a monetary payment up to **\$150,000 AUD (\$100,000 USD)**, access to psychological counseling, and a direct personal response (such as an apology).²⁷ For NRS survivors who are not eligible or those who wish to pursue civil litigation, additional Royal Commission recommendations paved the way for the elimination of all civil statutes of limitation for child sexual abuse.

Some states, like Victoria, have further expanded survivor rights and passed legislation designed to shift the legal burden of proof to organizations.²⁸

Two notable events last year significantly shifted the landscape of this work in Australia. First, one of Australia's oldest insurance carriers collapsed following heavy abuse losses.²⁹ Organizations across industries are scrambling to find insurance coverage and demonstrate the quality of their safeguarding efforts to ensure their coverage includes tolerable terms, conditions, and pricing. Second, a high-profile case against the Western Bulldogs resulted in an unprecedented **\$5.9M AUD (3.8M USD)** verdict.³⁰ Many organizations—especially those in Victoria—are bracing for the possibility of increased litigation and find themselves having to articulate the details of what has long been a taboo topic.

Spotlight on Latin America

Recent studies indicate that, on average, **1 in 6** girls and **1 in 10** boys in Latin America and the Caribbean have experienced sexual violence.³¹ As a region, Latin America and the Caribbean have shown slow but promising growth to support a more holistic approach to the prevention of sexual



violence against children. There is still a long road ahead, but the last decades have shown increased efforts in analyzing the issue and in taking steps towards eradicating it. When evaluating prevention and response efforts of different countries in the region, there continues to be more of a reactive or Compliance mentality that is driving the actions taken to prevent child sexual abuse.

In terms of responding to allegations and incidents, the region has robust, child-centered medical care systems and judicial systems adapted to the needs of the children, including the provision of legal aid for child victims.³² Laws in the region with respect to topics like age of consent or definitions of abuse often lack clarity and vary widely from country to country. On a positive note, with respect to legislation, at least seven countries in the region have abolished statutes of limitations for most child sexual abuse and at least three more are pursuing this action.³²

Another trend in our work in the region is not only increased efforts to train children and parents, but also more holistic social protection programs.³² Unfortunately, no country in the region seems to mandate training to help prevent abuse for organizations that work with children, although parts of the region have seen an increased interest in creating laws that require some sort of abuse prevention policy or model.

Specifically, Praesidium's Chile-based team continues to see an increased interest in creating awareness and a prevention framework, primarily from the education and faith-based industries. In line with current trends in the US, our team has also seen an increased appetite for support in preventing and addressing adult-to-adult situations.

“Sexual abuse cases are too often overlooked until they become undeniable realities. Urgency can blind to the importance of addressing systemic issues. What’s urgent is not always what’s important.”

Ximena Schencke
Executive Director of Praesidium Chile

Many countries in the region have implemented legal instruments to raise awareness and promote urgency to address this problem. This heightened awareness has fueled a collective determination to find definitive solutions. In many cases, collaborative initiatives have emerged that share a common goal: to protect children from sexual violence in all its forms. As mentioned, although legislative improvements have been achieved, they represent only one component of a comprehensive, albeit crucial, response. The challenge of combating this risk and problem at the national and international levels in this large and diverse region is enormous, but it can be overcome through coherent legal measures, technological innovations, and sustained collaborative efforts.

Conclusion

Abuse is a low-frequency but high-impact event, making it one of the more challenging types of risk to manage. Though more organizations and industries have gained awareness and engaged in abuse prevention activities in recent years, there is a danger of getting stuck in a Compliance mindset. This “Compliance trap” is problematic because organizations can point to specific efforts to prevent abuse, when often they are simply checking a box. Our challenge moving forward will be to continue to move organizations toward meaningful implementation and Commitment.

Now more than ever, parents, communities, regulators, insurance carriers, and funders are asking important questions and driving long-overdue action. No matter where your organization might be on the spectrum of the three Cs, know the protection efforts you take today will impact the generations of tomorrow.

“The tragedy of life is often not in our failure, but rather in our complacency; not in our doing too much, but rather in our doing too little; not in our living above our ability, but rather in our living below our capacities.”

Benjamin E. Mays
Civil Rights Activist

References

1. National Center on the Sexual Behavior of Youth. (n.d.). GUIDING PRINCIPLES | National Center on the Sexual Behavior of Youth. [www.ncsby.org](https://www.ncsby.org/content/guiding-principles-0). Retrieved March 12, 2024, from <https://www.ncsby.org/content/guiding-principles-0>
2. National Center on the Sexual Behavior of Youth. (2019). Overview and Definitions. Overview and Definitions | National Center on the Sexual Behavior of Youth ([ncsby.org](https://www.ncsby.org))
3. Gewirtz-Meydan, A., & Finkelhor, D. (2020). Sexual Abuse and Assault in a Large National Sample of Children and Adolescents. *Child Maltreatment*, 25(2), 203-214. <https://doi.org/10.1177/1077559519873975>
4. The Associated Press. (2023, December 2). Teen girls are being victimized by deepfake nudes. One family is pushing for more protections. <https://apnews.com/article/deepfake-ai-nudes-teen-girls-legislation-b6f44be048b31fe0b430ae0e1956ad38>
5. Equality Now. (2024, January 25). Growing Pandemic Of Deepfake Image-Based Sexual Exploitation Requires An Urgent Response From Lawmakers. Growing pandemic of deepfake image-based sexual exploitation requires an urgent response from lawmakers - Equality Now
6. Edelman, A. (2024, January 22). States turn their attention to regulating AI and deepfakes as 2024 kicks off. NBC News. <https://www.nbcnews.com/politics/states-turn-attention-regulating-ai-deepfakes-2024-rcna135122>
7. Biden's AI Order Is Step 1 of a Very Long Project. (2023, November 6). Bloomberg.com. <https://www.bloomberg.com/news/newsletters/2023-11-06/biden-ai-executive-order-shows-urgency-of-deepfakes?embedded-checkout=true>
8. The New York Times. 2023, November 27). A Final Wave of Sex-Abuse Lawsuits as One-Year Window Closes in New York. A Final Wave of Sex-Abuse Lawsuits as One-Year Window Closes in New York - The New York Times ([nytimes.com](https://www.nytimes.com))
9. Gulrajani, C. (2020). A Duty to Protect Our Patients from Physician Sexual Misconduct. *Journal of American Academy of Psychiatry Law*, 48(2). <https://doi.org/10.29158/JAAPL.200014-20>
10. Sindhu, K. K., Schaffer, A. C., Cohen, I. G., Allensworth, R. H., & Adashi, E. Y. (2022). Honoring the public trust: curbing the bane of physician sexual misconduct. *Journal of Law and the Biosciences*, 9(1). <https://doi.org/10.1093/jlb/lisac007>
11. AbuDagga, A, Wolfe, SM, Carome, M, Oshel, RE. Crossing the line: Sexual misconduct by nurses reported to the National Practitioner Data Bank. *Public Health Nurs*. 2019; 36: 109– 117. <https://doi.org/10.1111/phn.12567>
12. Ferguson, S. (2022, February 7). Understanding America's Labor Shortage. U.S. Chamber of Commerce. <https://www.uschamber.com/workforce/understanding-americas-labor-shortage>
13. Pardue, L. (2023). Gusto Teen Hiring Report: Strong Hiring & Stronger Pay in 2023. Gusto. <https://gusto.com/company-news/gusto-teen-hiring-report-strong-hiring-stronger-pay-in-2023>

14. Dunn, C. (2023, August 3). Restaurants Want More Teen Labor. Critics Say They're Putting Kids at Risk of Sexual Harassment. Barron's. <https://www.barrons.com/articles/teen-labor-laws-restaurants-sexual-harassment-a6de4e0>
15. Rauscher, K., Casteel, C., Davis, J., Myers, D., & Peek-Asa, C. (2023). Prevalence of workplace violence against young workers in the United States. *American Journal of Industrial Medicine*. <https://doi.org/10.1002/ajim.23479>
16. How does turnover affect outcomes - Casey Family Programs. (2023, August 29). Casey Family Programs. <https://www.casey.org/turnover-costs-and-retention-strategies/>
17. Wurtele, S. K. (2012). Preventing the sexual exploitation of minors in youth-serving organizations. *Children and Youth Services Review*, 34(12), 2442–2453. <https://doi.org/10.1016/j.childyouth.2012.09.009>
18. Smallbone, S., Marshall, W. L., & Wortley, R. K. (2011). *Preventing child sexual abuse : evidence, policy and practice*. Routledge.
19. The Australian Child Maltreatment Study (ACMS). Mathews B, et al. The prevalence of child maltreatment in Australia: findings from a national survey. *Med J Aust* 2023; 218 (6 Suppl): S13-S18.
20. Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability. (2021). *Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability*. <https://disability.royalcommission.gov.au>
21. Australian Institute of Family Studies. (2022). *Elder abuse in Australia: Prevalence. (Findings from the National Elder Abuse Prevalence Study)*. Melbourne: Australian Institute of Family Studies.
22. Australian Royal Commission into Institutional Responses to Child Sexual Abuse. (2017). *Australian Royal Commission*. <https://www.childabuseroyalcommission.gov.au/final-report>
23. Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability | Australian Human Rights Commission. (2019, April). <https://humanrights.gov.au/our-work/disability-rights/projects/royal-commission-violence-abuse-neglect-and-exploitation-people>
24. National Principles for Childsafe Organisations. (2018). Australian Human Rights Commission. <https://www.childsafety.gov.au/system/files/2022-09/english-national-principles-feb-2019.pdf>
25. Commission for Children and Young People. (2022). *The 11 child safe standards*. CCYP. <https://ccyp.vic.gov.au/child-safe-standards/the-11-child-safe-standards/>
26. *Safeguarding children and adults at risk*. (2022). Australian Catholic Safeguarding Ltd. https://www.acsltd.org.au/wp-content/uploads/2022/12/National-Catholic-Safeguarding-Standards-Edition-2_FINAL_December2022.pdf
27. National Redress Scheme. (2024). www.nationalredress.gov.au. <https://www.nationalredress.gov.au/>

28. Griffin, L., & Briffa, G. (2020). Still Awaiting Clarity: Why Victoria's New Civil Liability Laws for Organisational Child Abuse Are Less Helpful than They Appear. *UNSW Law Journal*, 43(2). <https://doi.org/10.53637/LJCP9111>
29. Wood, D. (2023, May 30). Catholic Church Insurance refuses bailout, closes down. *Insurance Business*. Retrieved from <https://www.insurancebusinessmag.com/au/news/breaking-news/catholic-church-insurance-refuses-bailout-closes-down-447497.aspx>
30. Silva, K. (2023, November 10). "There were other victims": Western Bulldogs sexual abuse scandal could widen. *ABC News*. Retrieved from <https://www.abc.net.au/news/2023-11-11/western-bulldogs-could-face-more-sexual-abuse-charges/103091490>
31. Fry, D., Padilla, K., Germanio, A., Lu, M., Ivatury, S., & Vindrola, S. (2021). Violence against children in Latin America and the Caribbean 2015-2021: A systematic review. *Unicef*. <https://www.unicef.org/lac/en/reports/violence-against-children-in-latin-america-and-the-caribbean>
32. Out of the Shadows. (2023). Out of the Shadows Index 2023 - Latin America and Caribbean Region. Retrieved from https://cdn.outoftheshadows.global/uploads/documents/OOS_Index-LatAm-2023_EN_2023-03-03-023412_hxkg.pdf
33. Negligent Hiring Risk Less Than Employers Believe. (2023, November). Retrieved from www.shrm.org website: <https://www.shrm.org/topics-tools/news/talent-acquisition/negligent-hiring-risk-less-than-employers-believe>
34. Child Sex Abuse Statutes of Limitation. (2023). Retrieved from [ChildUSA](http://ChildUSA.org) website: <https://childusa.org/sol/>

Appendix A

Glossary of Terms

Adult-to-Adult Abuse refers to abuse incidents involving two or more adults over 18.

Adult-to-Youth Abuse refers to abuse incidents in which an adult over 18 offends against a minor age 17 or younger.

Deepfake refers to digitally manipulated images or videos via machine learning and artificial intelligence.

Loss refers to incidents of abuse that after being filed as a criminal or civil lawsuit resulted in a financial payout of some sort; i.e. a settlement or an award to the victim. **Large loss** specifically refers to any loss in which the payout amount is \$1 million or more.

Momentum Hiring is when an organization must fill a role or roles on a tight time frame and may compromise its screening standards just to get a person started quickly.

Negligence refers to the legal term that occurs when an organization fails to provide a reasonably safe environment for its consumers.

Negligent Hiring refers to when an organization is “found liable because they hired someone they know or should have known was likely to harm others in the position for which they were hired.”³³

Negligent Supervision refers to when an organization fails to monitor and supervise employees and its consumers.

Negligent Training refers to when an organization fails to provide employees with adequate training, which can result in an employee not safely performing their job duties.

Non-Traditional Youth-Serving Industries refers to industries whose stated mission or business purpose is not providing services to youths, but where youths may be present in their programming or at their facilities/campuses.

Praesidium Helpline refers to Praesidium’s consultation service where authorized users from subscribing organizations reach out for timely consultation on situations or incidents in which they are still determining how best to respond. This support can range from providing feedback on a policy violation or on how to communicate with parents and the larger community in the wake of an incident. Our helpline services have been available since 2013, and over that time, we have consulted with clients on more than 1,200 calls on a wide range of safety issues.

Statute of Limitations refers to the “deadline for pressing criminal charges or filing a civil lawsuit for child sex abuse (CSA).”³⁴

Youth Non-Sexual Problematic Behavior refers to other behaviors that youth engage in such as inappropriate verbal interactions, physical, online and other types of bullying.

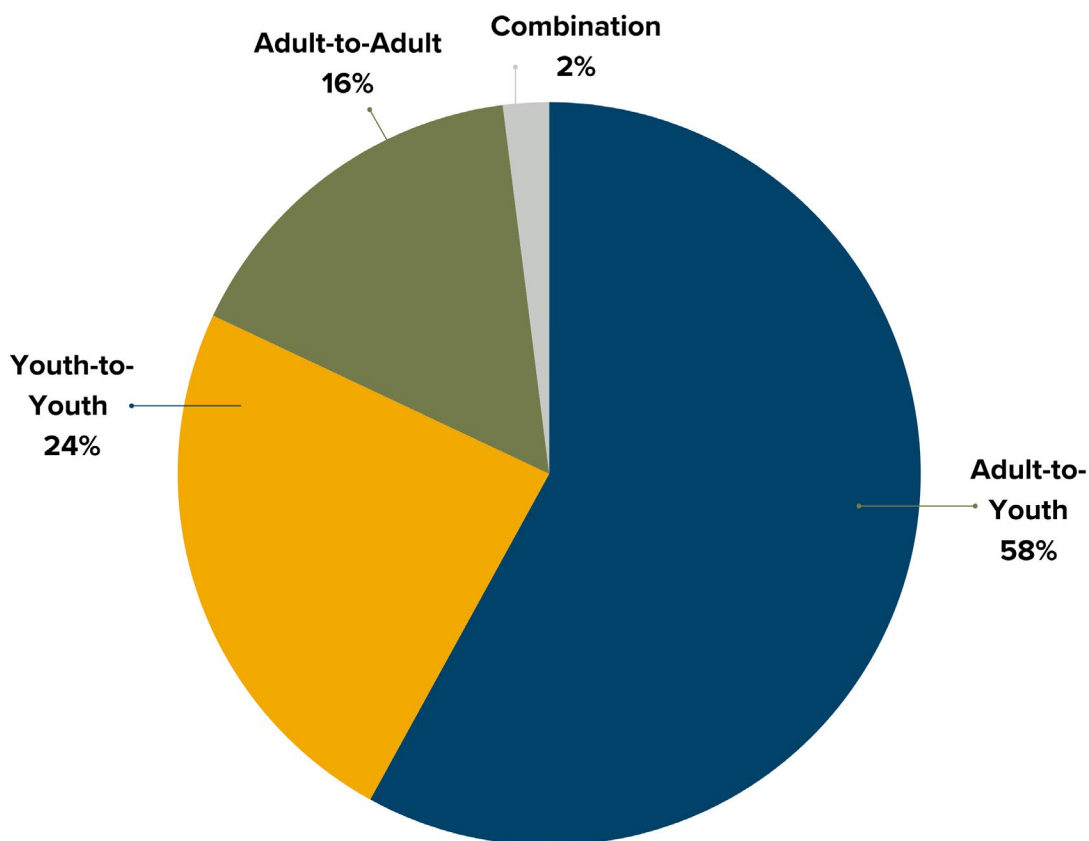
Youth Problematic Sexual Behavior refers to “behavior that involves using sexual body parts in a way that is developmentally or potentially harmful.”²

Appendix B

Praesidium Incident Analysis Highlights

Praesidium's Research and Analytics team regularly conducts a detailed analysis of all incidents from the Praesidium Helpline and of publicly available incident data. All data is combined to provide the detailed breakdown. Praesidium analyzes various factors and characteristics to help further its understanding of how abuse occurs within organizations across industries and how future incidents can best be prevented. Appendix B provides highlights of Praesidium's latest analysis, which includes 2,435 incidents.

Figure B.1
INCIDENT CATEGORY BREAKDOWN



Adult-to-Youth Incidents Key Highlights

INCIDENT TYPES

Sexual Abuse	78%
Red Flag Behaviors	14%
Nonsexual Problematic Behaviors	8%

PAYOUTS

Range	\$7,500 - \$1B
Average	\$20,444,561
Median	\$1,310,000

SECTORS WITH MOST INCIDENTS

Youth Development
 Faith-Based
 K-12 Schools

TOP 3 LOCATIONS

Out of Program Contact
 Classroom, Childcare, or Other Program Areas
 Lodging

TOP 3 INSTITUTIONAL FAULTS

General Negligence
 Negligent Supervision
 Negligent Hiring

CHARACTERISTICS OF INDIVIDUALS INVOLVED

Individuals Accused	86% Male
Individuals Abused	52% Female
Individuals Abused	71% Ages 10-17



Youth-to-Youth Incidents Key Highlights

INCIDENT TYPES

Problematic Sexual Behaviors	82%
Nonsexual Problematic Behaviors	18%

PAYOUTS

Range	\$25,000 - \$26M
Average	\$2,738,195
Median	\$1,250,000

SECTORS WITH MOST INCIDENTS

Youth Development
K-12 Schools
Social Services

TOP 3 LOCATIONS

Bathroom/Locker Rooms
Recreation/Playgrounds
Classroom, Childcare, or Other Program Areas

TOP 3 INSTITUTIONAL FAULTS

General Negligence
Negligent Supervision
Negligent Hiring

CHARACTERISTICS OF INDIVIDUALS INVOLVED

Individuals Accused	84% Male
Individuals Accused	60% Ages 6-12
Individuals Abused	60% Female
Individuals Abused	35% Ages 6-9

Adult-to-Adult Incidents Key Highlights

INCIDENT TYPES

Sexual Abuse	94%
Nonsexual Problematic Behaviors	5%
Red Flag Behaviors	0.6%

PAYOUTS

Range	\$8,000 - \$852.4M
Average	\$33,652,379
Median	\$1,050,000

SECTORS WITH MOST INCIDENTS

Higher Education
Healthcare
Government

TOP 3 LOCATIONS

Lodging/Residential
Electronic Communication
Medical/Examination Room

TOP 3 INSTITUTIONAL FAULTS

General Negligence
Negligent Supervision
Negligent Hiring

CHARACTERISTICS OF INDIVIDUALS INVOLVED

Individuals Accused	97% Male
Individuals Abused	86% Female
Individuals Abused	60% Ages 18-24

Appendix C

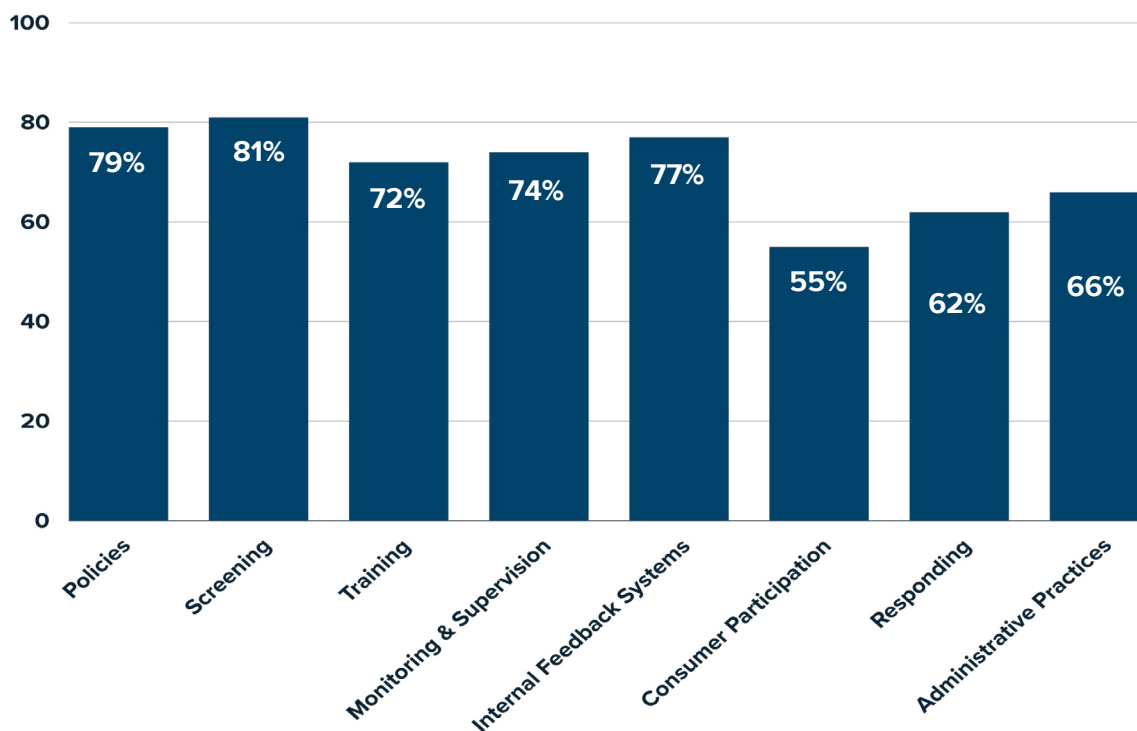
Praesidium Standards Trends

The Praesidium Standards for Consumer-Serving Organizations are informed by thousands of root cause analyses, continuous scientific research, and over three decades of field experience with more than 4,000 organizations that serve children, youths, and vulnerable persons or “consumers.” Anchored by the Praesidium Safety Equation®, these standards provide a framework to help organizations focus their efforts where we know they make the greatest impact.

There are a total of 23 standards across the eight operations of the Safety Equation that are designed for any consumer-serving organization. Each standard has components that must be implemented to meet the standard, and each component has specified criteria to identify the degree of implementation.

The Praesidium Assessment Tool was designed to allow organizations to assess the current strength of their policies and practices in relation to the standards. Assessors are encouraged to score their organization or program on not just the existence of a policy or a practice, but the degree to which it is implemented. With that in mind, the results more likely reflect the reality of implementation and the degree to which organizations are willing to take an honest look at their practices.

Figure C.1
AVERAGE SELF-ASSESSMENT SCORES BY AREA OF OPERATION (2016-2023)



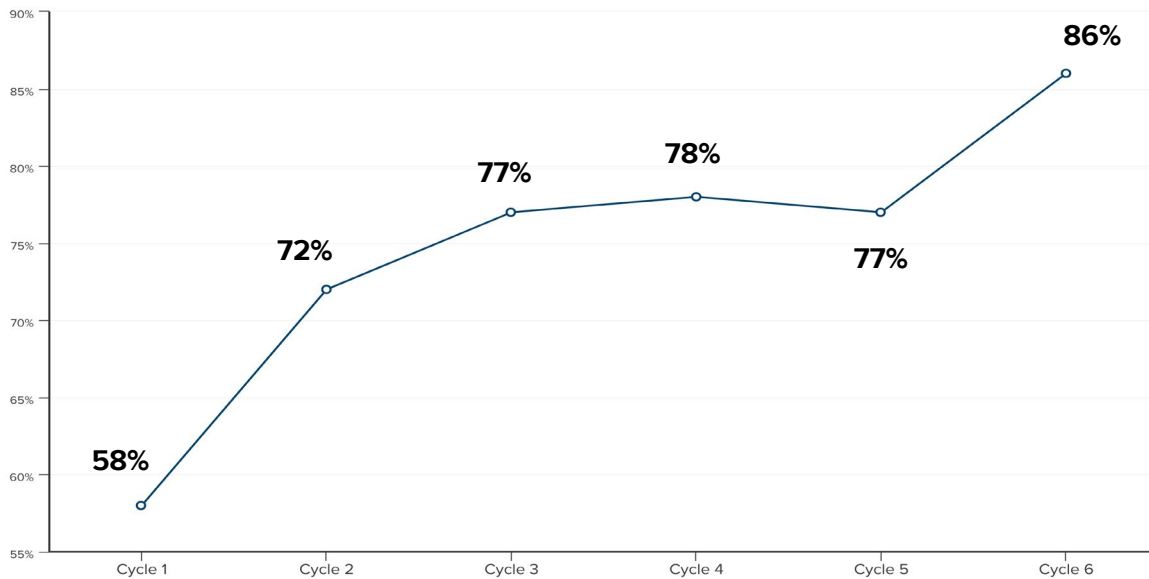
Three Lowest Scoring Praesidium Standards (2016-2023)

1. **Standard 22 (52% average):** “The organization has a defined process for establishing and managing abuse risk management practices with third-party agreements.” Components include that the organization 1) requires all third-party organizations to read and sign a Code of Conduct, 2) requires all third-party organizations to conduct a minimal level of screening on all individuals who may have access to the facility or consumers, 3) requires all third-party organizations to provide all individuals who may have access to the facility or consumers with minimal abuse prevention and responding training, 4) uses a variety of methods for monitoring and supervising third-party organizations, and 5) requires all third-party organizations to follow its responding requirements.
2. **Standard 19 (53% average):** “The organization defines everyone’s role in responding to consumer-to-consumer sexual activity.” Components include that the organization has a written procedure outlining 1) the appropriate employee and volunteer response to consumer-to-consumer sexual activity and 2) the appropriate supervisor and administrator response to consumer-to-consumer sexual activity.
3. **Standard 15 (54% average):** “The organization provides consumers with information related to preventing abuse.” Components include that the organization 1) provides consumers with developmentally appropriate and age-appropriate information about protecting themselves from abuse, 2) provides consumers with information on the organization’s policies and procedures related to abuse prevention, and 3) uses a variety of methods for maintaining ongoing awareness of abuse risk and prevention among consumers.



Figure C.2 below shows the difference in the percentage of points earned for organizations completing multiple self-assessments over time.

Figure C.2
AVERAGE SELF-ASSESSMENT SCORES BY ASSESSMENT COMPLETIONS (2016-2023)



An important feature of the Praesidium Assessment Tool is the Action Plan, which allows organizations to actively prioritize next steps for strengthening operational components that have been identified as needing improvement through their self-assessment process. The Action Plan is revolutionary in providing organizations the opportunity to not only understand where there may be gaps in abuse risk management practices, but also prioritize and activate next steps in enhancing their culture of safety.

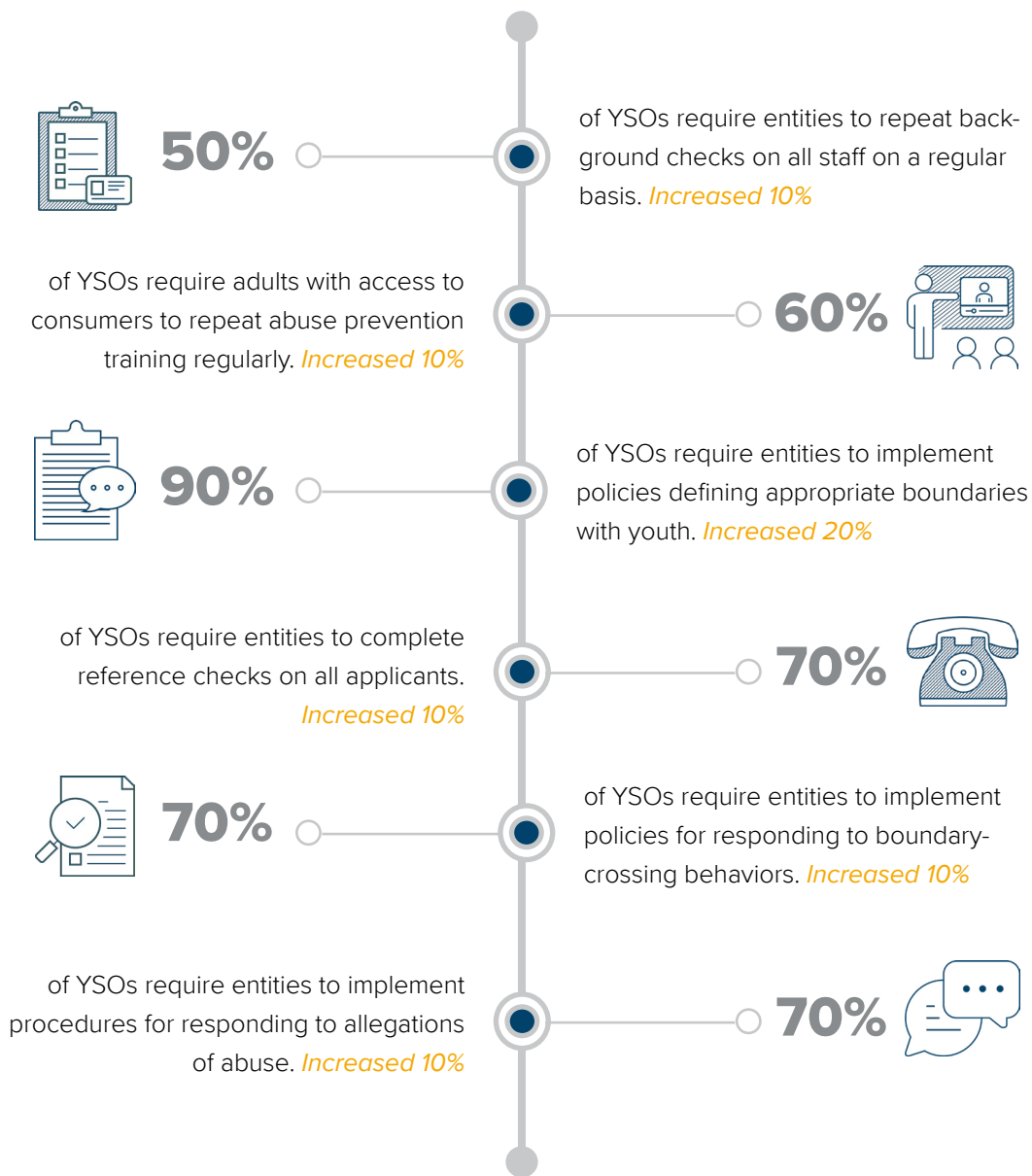
Three Components Selected Most Frequently for the Action Plan:

1. Responding (Standard 18, R9) – “The organization has a crisis management plan for responding to incidents of abuse.”
2. Training (Standard 6, T2) – “The organization requires all employees and high-access volunteers to complete abuse prevention training annually.”
3. Administrative Practices (Standard 22, A12) – “The organization requires all third-party organizations to provide all individuals who may have access to the facility or consumers with minimal abuse prevention and responding training.”

Appendix D

Praesidium Benchmarking Analysis

Praesidium annually reviews the membership requirements of ten national federated youth-serving organizations (YSOs) to compare what they do or do not require for abuse risk management of all their local entities. To review the latest analysis, visit [Praesidium’s Blog Post - Youth Protection Standards in National Youth Serving Organizations](#) National and federated YSOs in this study demonstrate they are continuously raising abuse prevention standards while increasing the overall accountability of their member entities to implement them.



Appendix E

Statute of Limitations Legislation Updates

The past several years saw drastic changes to statutes of limitations on sexual abuse, sexual assault, and child molestation across the United States. [Specifically in 2023, many states implemented critical changes](#) in how survivors of sexual abuse and assault can report and seek justice for the abuse they have suffered in the past. As we learn and understand more about how common delayed disclosures of abuse are, statutes of limitations will only continue to change in an effort to bring justice and support to survivors of all ages.

The diverse nature of these legislative updates shows how important it is for organizations to remain informed on how they may be affected. Ultimately, organizations must be prepared to respond to allegations and suspicions of abuse, whether current or historical. To ensure your organization has the correct policies and procedures in place to respond to incidents and allegations of abuse, visit our [Policy & Procedure Checklist Resource](#).



PRAESIDIUM

www.PraesidiumInc.com

2225 E. Randol Mill Rd.
Suite 630
Arlington, TX 76011

P : 800 743 6354
E : info@praesidiuminc.com