

**Policy for Prevention and Reporting of Child Abuse  
in South Central Yearly Meeting (SCYM) Programs and Activities  
Short Title: Child Abuse Prevention Policy  
Approved by Youth Program Support Committee: March 31, 2021  
Approved by Yearly Meeting**

## **INTRODUCTION**

This is a policy for the prevention and reporting of abuse of minors at South Central Yearly Meeting sponsored events. South Central Yearly Meeting strives to provide fellowship, support and educational experience for minors in an environment free from any kind of abuse. We also strive to create an environment that protects adults from unjust accusation. Abuse is a difficult issue to talk about. We would like to believe it does not occur within the Quaker community, but abuse can happen in any community including ours. Research shows that local Meetings and Yearly Meetings that have no policies in place are more likely to be torn apart when an incident happens than are Meetings that are prepared. Denial of the possibility of hurt does not prevent hurt – if anything, it heightens its likelihood.

This policy defines abuse, describes the recruitment and screening (including reference and background checks) of applicants for youth worker positions, outlines the training of youth workers, and outlines the requirements for mandated reporting and related internal procedures. This policy applies to those youth workers who take care of minors as well as to members and attenders who interact with minors at South Central Yearly Meeting sponsored events, including committee meetings.

## **WHAT IS CHILD ABUSE?**

The legal definition of Child Abuse in Texas is found in Section 261.001 of the Texas Family Code. The definitions of child abuse and neglect include specific acts or omissions by a person responsible for a child's care, custody or welfare.

See Appendix A and [https://www.dfps.state.tx.us/Child\\_Protection/Child\\_Safety/report\\_abuse.asp](https://www.dfps.state.tx.us/Child_Protection/Child_Safety/report_abuse.asp) for listing of the specific acts and omissions in Texas law. Failure to report suspected child abuse and neglect is a criminal offense (Texas Family Code, Section 261.109).

This policy addresses the safety of minors in the context of child abuse and neglect. We extend similar care and concern to adults, as well as a comprehensive consideration of community relationships and reconciliation.

## **PREVENTION**

South Central Yearly Meeting takes reasonable and necessary precautions to ensure that minors and the adults who work with them are safe and secure during their programs and activities, and that the safety and reputation of teachers and program organizers are also protected.

## Youth Worker Screening Process

Youth workers include all employees, volunteers, and/or contractors who work with minors at Yearly Meeting events. Among these people are Friendly Responsible Adult Presences, Youth Program Coordinator, Associate Youth Program Coordinator, Young Friends Coordinator and teachers.

- Youth workers shall be well known to the program organizers and/or to their meetings. Youth workers must have been active members and attenders in Meetings within the South Central Yearly Meeting community for at least six months before the event. This will be verified through two *reference checks* requested by the Youth Program Support Committee, one of which should be from the clerk or appointee of the monthly meeting. A second reference check will verify that they have worked with children and youth. Young adults who grew up in SCYM monthly meetings and who are not currently active in their local meetings but who want to participate in SCYM activities, including children and youth programs, shall be eligible to serve as a youth worker at SCYM children and youth activities and will be verified through the same process.
- Potential youth workers shall be asked in writing to disclose whether they have ever been convicted of a crime and to give written permission to the Yearly Meeting to conduct a criminal *background check*. Youth Program Support Committee is responsible for this request. *See Appendix B for youth worker application with criminal background check consent form.*
- Criminal background checks and reference checks shall be conducted on all youth workers before being appointed. Those checks shall be repeated every 36 months for returning youth workers. The Clerk of the relevant committee (Youth Program Support Committee) or his or her appointee will conduct the *reference checks*. A liaison from Youth Programs Support Committee and a liaison from Ministry & Care will order the *background checks*, including for the adult members of the Youth Program Support Committee, but not including occasional or casual volunteers who will not be alone with or in charge of any youth.
- The Youth Program Support Committee will determine that the Youth Program Coordinator has met the above criteria, and will obtain the criminal background check and references for the Youth Program Coordinator. The background check shall be repeated every 36 months.
- Persons with convictions for violent offenses and/or any type of child abuse shall not serve as youth workers. Other convictions shall be considered in terms of their relevance to the duties of the youth worker position, the seriousness of the offense, the length of time that has transpired since the offense took place, and the rehabilitation efforts of the applicant.
- If an applicant is denied a youth worker position based on conviction information obtained through a background check, he or she will be informed of that fact and will be given an opportunity to appeal the decision. (see <https://www.brotherhoodmutual.com/legalassist/legal-q-a/ministry-workers-employees-and-volunteers/q-what-should-our-church-do-when-an-employee-or-volunteer-background-check-turns-up-a-criminal-record/> ). The applicant should be given a copy of the background check and allowed to provide additional information in response.

- Reference checks and background checks are but pieces of a larger discernment process. They are not a substitute for broader discernment or outreach in the Good Order of Friends. That is, having a “clean” criminal record does not mean that the person might not be at risk of abusing children or youth. The committee responsible for hiring/appointing should consider all the information in references and background checks as well as their personal knowledge of the candidate to determine whether this information prevents them from being able to offer the position to the candidate.
- Data collected from both reference and background checks shall be protected and kept confidential.

### **Communication**

This document shall be shared with parents, guardians and sponsors, youth workers, and/or appropriate committees and clerks. It shall be posted on the Yearly Meeting website.

Orientations of minors and their parents, guardians and sponsors near the beginning of Yearly Meeting sponsored activity shall:

- 1) Introduce the principal staff and volunteers who will be working with the minors and to any supervisors of these persons;
- 2) Identify the persons that should be contacted if program participants or their parents, guardians, or sponsors have any questions or discomfort regarding the program; and
- 3) Describe this policy and how copies of this policy may be obtained.

### **Program Activities**

- All minors attending Yearly Meeting-sponsored events without a parent or guardian shall have a designated adult sponsor. (A sponsor is an adult who has been given written permission by the parent or guardian to act as his or her surrogate during the event.)
- Parents, guardians, or sponsors are responsible for supervising their children except when the children are participating in formal programs supervised by youth workers. Parents, guardians, and/or sponsors will be informed in advance as to which are program times and which are parental-supervision times.
- All activities for minors shall be staffed by at least two adults. When one adult is with a small group, there shall be two or more minors in such group and the group shall be within clear view of other Yearly Meeting activities.
- Field trips or activities in a remote location shall include an extra adult allowing two to stay with the group, one to go for help, at minimum.
- One-to-one conversations and activities between adults and minors, even with fully trusted and familiar volunteers, shall not take place in areas not visible to others unless the adult is the minor’s parent, guardian or sponsor.
- Activities involving minors shall be in locations easily accessible by parents, guardians, sponsors and other concerned adults, either in outdoor areas or in rooms with windows and/or open doors.

- Exceptions:
  - In a true emergency situation (e.g., lost or injured minor) it may be necessary for a youth worker to be alone with a minor.
  - Licensed health care professionals may be alone with a minor when providing services within the scope of their license.

## **Education and Training**

Although all of us are entrusted with the care of our community, the Yearly Meeting's youth workers are given a special trust: to help the children of South Central Yearly Meeting safely grow in the Spirit. We are conscious that adults' *way of being* with minors is as important as the content of the programs provided – children and teens follow the lead of adult Friends, and Friends teach mostly by example. For our programs to be successful and safe, those working with minors, minors, and parents, guardians, and sponsors need a common language and understanding of what makes for a safe and trusting environment.

Those working with minors shall receive education and training regarding child abuse prevention and reporting as outlined in this policy *before* the program begins and will be told where they can get support *during* the program.

## **RESPONDING TO SUSPICIONS OF ABUSE**

Youth workers who become aware of the abuse of a minor shall report that abuse to the Youth Program Coordinator or to the clerks or members of Youth Program Support Committee or Ministry & Care Committee. The youth worker may learn of this abuse because of a report by a minor, a report by others, or by observation. Minor's reports of events that occurred outside of the Yearly Meeting activity – e.g., prior to coming to Yearly Meeting – are reportable in addition to events that occur during a Yearly Meeting activity. The Youth Program Coordinator and any other Yearly Meeting employees who have responsibilities with minors are mandated reporters; this means that they are required by law to report the abuse to public authorities, generally local law enforcement and/or county child protective services, as described in the following section titled "The Mandated Reporting Process." Once the mandated reporter files a report of abuse, he or she shall immediately report the details of the report to the Clerk of the Youth Program Support Committee and the Clerk of the Yearly Meeting Ministry & Care Committee. By law, as described below, other youth workers or Friends who are *not* mandated reporters may report abuse to authorities, even if the designated mandated reporter does not. In the absence of a legally mandated reporter, the Clerk(s) of Ministry & Care shall function as though they were mandated reporters.

If the abuse has occurred or is occurring at the South Central Yearly Meeting event the youth worker, the Youth Program Coordinator and the Clerks of the Youth Program Support Committee and Ministry & Care Committees shall immediately take steps to assure that the abuse does not continue. These steps will be tailored to the specific circumstances, and are likely to include requiring that the abuser leave the Yearly Meeting activity or gathering and may include barring the abuser from future Yearly Meeting activities or gatherings. Note that such steps may also be taken in response to behavior that does not require a child abuse report because it does not meet the legal definition of child abuse but which is destructive to the Yearly Meeting community.

## **The Mandated Reporting Process**

This section summarizes child abuse reporting requirements. This is only a summary. The reporting process is described in detail at [https://www.dfps.state.tx.us/Child\\_Protection/Child\\_Safety/report\\_abuse.asp#report](https://www.dfps.state.tx.us/Child_Protection/Child_Safety/report_abuse.asp#report)

- Texas law requires that any person suspecting that a child has been abused or neglected must immediately make a report. If there is an emergency, call 911 and then call the DFPS Texas Abuse Hotline at 1-800-252-5400. You may also make a report online at <https://www.txabusehotline.org/Login/Default.aspx>

## **Who are mandated reporters at South Central Yearly Meeting functions?**

Professionals Required to Report (Fam. Code § 261.101) include professionals who are licensed or certified by the State or who are employees of facilities licensed, certified, or operated by the State and who, in the normal course of official duties or duties for which licensure or certification is required, have direct contact with children. Professionals include the following:

- Teachers or daycare employees

Others who are required to report include:

- A person who has cause to believe that a child has been adversely affected by abuse or neglect shall immediately make a report.

*Teachers and Friendly Responsible Adult Presences are volunteers, and thus not mandated reporters. However, they may choose to report suspected abuse as described below. They do not need the approval of a supervisor to do so. Any Yearly Meeting employee having responsibilities for minors are mandated reporters. The Youth Program Coordinator and the clerks of Youth Program Support and Ministry & Care Committees are to serve in this capacity in the absence of a mandated reporter.*

## **May I report child abuse even if I am not a mandated reporter?**

Any person who has knowledge of or observes a child whom he or she knows or reasonably suspects has been a victim of child abuse or neglect may report the known or suspected instance of child abuse or neglect.

Texas Fam. Code § 261.101

## **When is a mandated reporter required to submit an abuse report?**

Professionals must make a report no later than the 48th hour after first suspecting a child has been abused or neglected or is a victim of an offense under Section 21.11, Penal Code. A professional may not delegate to or rely on another person to make the report (Texas Family Code, Section 261.101). Professionals are not required to follow up their oral reports with a written report as they were in the past. Professionals include teachers, nurses, doctors, day-care employees and others who are either licensed by the state or work in a facility licensed or operated by the state and who have direct contact with children in the course of their job (Texas Family Code, Section 261.101).

## **What if I am not sure that abuse has occurred?**

If you are not sure whether to report, DFPS encourages you to call immediately and ask. The worker discusses the situation and explains what constitutes abuse, neglect and risk. The worker taking the report will ask questions. If you do not know the answers to all the questions, it is okay. The worker needs to gather as much information as possible.

What you have to say is important and DFPS welcomes your call. If your information is not assigned for investigation, your call is still logged in our computer. Call again if another incident of abuse or neglect occurs. Sometimes the child you are calling about already has a caseworker because someone else called in previously. If DFPS does not write up a new report, the information is sent to the caseworker handling the case if the case is still open.

Client information must be safeguarded and is restricted from disclosure to callers.

**Note:** DFPS workers need specific information to make good decisions about whether to investigate a report. General statements of concern about a child's welfare are seldom sufficient to require an investigation. If the report does not appear to meet the legal definitions of abuse or neglect, DFPS will tell you.

### **What sexual activity am I mandated to report?**

Mandated reporters must report sexual abuse. Texas law defines sexual abuse as

- Sexual conduct harmful to a child's mental, emotional, or physical welfare including conduct that constitutes the offense of indecency with a child under Section 21.11, Penal Code, sexual assault under Section 22.011, Penal Code, or aggravated sexual assault under Section 22.021, Penal Code.
- Failure to make a reasonable effort to prevent sexual conduct harmful to a child.
- Compelling or encouraging the child to engage in sexual conduct as defined by Section 43.01, Penal Code.
- Causing, permitting, encouraging, engaging in, or allowing the photographing, filming, or depicting of the child if the person knew or should have known that the resulting photograph, film, or depiction of the child is obscene as defined by Section 43.21, Penal Code, or pornographic.

### **To whom should reports be made?**

Texas law requires that any person suspecting that a child has been abused or neglected must immediately make a report. If there is an emergency, call 911 and then call the DFPS Texas Abuse Hotline at 1-800-252-5400. You can also make a report at <https://www.txabusehotline.org/Login/Default.aspx>

### **How do I make a report?**

The Department of Family and Protective Services provides a secure website for reporting suspicions of abuse, neglect and exploitation of children, adults with disabilities, or people 65 years or older.

<https://www.txabusehotline.org/Login/Default.aspx>

Use the Department of Family and Protective Services secure website to report situations that **do not** need to be investigated right away. It may take more than 48 hours to process online reports due to high volume.

Answer the questions as thoroughly as possible. The information provided must meet the definitions of abuse, neglect or exploitation according to Texas codes in order to be sent to local DFPS investigative staff for review. A lack of descriptions and details may result in your report being closed at intake without further action.

[Do not use this website to report urgent or emergency situations.](#)

- Call the Texas Abuse Hotline (1-800-252-5400) if your situation is urgent and needs to be investigated within 24 hours.
- Call 911 or your local law enforcement agency if you have an emergency or life-threatening situation that must be dealt with immediately.

**What information must I include in my report?**

When you make a report, give as much information as you can about the child's age and condition. Give the child's date of birth if possible; if you don't know it, then tell the child's age or approximate age. CPS investigators also need information about the child's condition, such as injuries, medical problems, physical disabilities, intellectual development, and emotional or behavioral problems. Describe the injuries and location of the injuries as much as possible. If there is no visible injury, describe pain, tenderness, or the child's description or feelings about the situation. The child's age and current condition are important factors in determining the level of danger involved.

When you make a report, tell who, what, where, when and how. Give as much information as you can about the child's condition and well-being. There may be times when the person reporting has little information because an incident that appeared to be abuse or neglect was witnessed in a public place, such as a parking lot, store, restaurant or school. Please help CPS identify who the victim and alleged abusers are by giving a description, including the approximate age and description of the victim and alleged abuser, a license plate number and any other people present who may have additional information.

# Appendix A: Texas statute

Legally, What Child Abuse and Neglect Are In Texas

[https://www.dfps.state.tx.us/Child\\_Protection/Child\\_Safety/report\\_abuse.asp](https://www.dfps.state.tx.us/Child_Protection/Child_Safety/report_abuse.asp)

<https://www.childwelfare.gov/topics/systemwide/laws-policies/state/> for statutes for Arkansas, Louisiana and Oklahoma

To better understand this issue and to view it across States, download the PDF (924 KB) of this publication at <https://www.childwelfare.gov/pubpdfs/define.pdf>

In Texas, the definitions of child abuse and neglect include specific acts or omissions by a person responsible for a child's care, custody or welfare. Here are important legal definitions from Section 261.001 of the Texas Family Code.

"Abuse" includes the following acts or omissions by a person:

- Mental or emotional injury to a child that results in an observable and material impairment in the child's growth, development, or psychological functioning.
- Causing or permitting the child to be in a situation in which the child sustains a mental or emotional injury that results in an observable and material impairment in the child's growth, development, or psychological functioning.
- Physical injury that results in substantial harm to the child, or the genuine threat of substantial harm from physical injury to the child, including an injury that is at variance with the history or explanation given and excluding an accident or reasonable discipline by a parent, guardian, or managing or possessory conservator that does not expose the child to a substantial risk of harm.
- Failure to make a reasonable effort to prevent an action by another person that results in physical injury that results in substantial harm to the child.
- Sexual conduct harmful to a child's mental, emotional, or physical welfare including conduct that constitutes the offense of indecency with a child under Section 21.11, Penal Code, sexual assault under Section 22.011, Penal Code, or aggravated sexual assault under Section 22.021, Penal Code.
- Failure to make a reasonable effort to prevent sexual conduct harmful to a child.
- Compelling or encouraging the child to engage in sexual conduct as defined by Section 43.01, Penal Code.
- Causing, permitting, encouraging, engaging in, or allowing the photographing, filming, or depicting of the child if the person knew or should have known that the resulting photograph, film, or depiction of the child is obscene as defined by Section 43.21, Penal Code, or pornographic.
- Causing, permitting, encouraging, engaging in, or allowing a sexual performance by a child as defined by Section 43.25, Penal Code.
- The current use by a person of a controlled substance as defined by Chapter 481, Health and Safety Code, in a manner or to the extent that the use results in physical, mental, or emotional injury to a child.

- Causing, expressly permitting, or encouraging a child to use a controlled substance as defined by Chapter 481, Health and Safety Code.

“Neglect” includes:

- Leaving of a child in a situation where the child would be exposed to a substantial risk of physical or mental harm, without arranging for necessary care for the child, and the demonstration of an intent not to return by a parent, guardian, or managing or possessory conservator of the child.
- The following acts or omissions by a person:
  - Placing a child in or failing to remove a child from a situation that a reasonable person would realize requires judgment or actions beyond the child’s level of maturity, physical condition, or mental abilities and that result in bodily injury or a substantial risk of immediate harm to the child.
  - Failing to seek, obtain, or follow through with medical care for a child, with the failure resulting in or presenting a substantial risk of death, disfigurement, or bodily injury or with the failure resulting in an observable and material impairment to the growth, development, or functioning of the child.
  - The failure to provide a child with food, clothing, or shelter necessary to sustain the life or health of the child, excluding failure caused primarily by financial inability unless relief services had been offered and refused.
  - Placing a child in or failing to remove the child from a situation in which the child would be exposed to a substantial risk of sexual conduct harmful to the child.
- The failure by the person responsible for a child’s care, custody, or welfare to permit the child to return to the child’s home without arranging for the necessary care for the child after the child has been absent from the home for any reason, including having been in residential placement or having run away.

“Person responsible for a child’s care, custody, or welfare” means a person who traditionally is responsible for a child’s care, custody, or welfare, including:

- A parent, guardian, managing or possessory conservator, or foster parent of the child.
- A member of the child’s family or household as defined by Chapter 71.
- A person with whom the child’s parent cohabit.
- School personnel or a volunteer at the child’s school.
- Personnel or a volunteer at a public or private child-care facility that provides services for the child or at a public or private residential institution or facility where the child resides.

## Mandatory Reporters of Child Abuse and Neglect

To better understand this issue and to view it across States, download the [PDF \(702 KB\)](https://www.childwelfare.gov/pubpdfs/manda.pdf) of this publication at <https://www.childwelfare.gov/pubpdfs/manda.pdf>

*Current Through April 2019*

### Professionals Required to Report

Citation: Fam. Code § 261.101

For purposes of the reporting laws, persons required to report include professionals who are licensed or certified by the State or who are employees of facilities licensed, certified, or operated by the State and who, in the normal course of official duties or duties for which licensure or certification is required, have direct contact with children. Professionals include the following:

- Teachers or daycare employees
- Nurses, doctors, or employees of a clinic or health-care facility that provides reproductive services
- Juvenile probation officers or juvenile detention or correctional officers

### Reporting by Other Persons

Citation: Fam. Code § 261.101

A person who has cause to believe that a child has been adversely affected by abuse or neglect shall immediately make a report.

### Institutional Responsibility to Report

Citation: Fam. Code §§ 261.101; 261.110

A professional may not delegate to or rely on another person to make the report.

An employer may not suspend or terminate the employment of, or otherwise discriminate against, a person who is a professional and who in good faith does any of the following:

- Reports child abuse or neglect to the person's supervisor, an administrator of the facility where the person is employed, a State regulatory agency, or a law enforcement agency
- Initiates or cooperates with an investigation or proceeding by a governmental entity relating to an allegation of child abuse or neglect

A person whose employment is suspended or terminated or who is otherwise discriminated against in violation of this section may sue for injunctive relief, damages, or both.

### Standards for Making a Report

Citation: Fam. Code § 261.101

A report is required when a person has cause to believe that a child has been adversely affected by abuse or neglect.

In addition, a person or professional shall make a report if the person or professional has cause to believe that an adult was a victim of abuse or neglect as a child and the person or professional determines in good faith that disclosure of the information is necessary to protect the health and safety of another child, an elderly person, or person with a disability.

### Privileged Communications

Citation: Fam. Code §§ 261.101; 261.202

The requirement to report applies without exception to an individual whose personal communications may otherwise be privileged, including an attorney, a member of the clergy, a medical practitioner, a social worker, a mental health professional, an employee or member of a board that licenses or certifies a professional, and an employee of a clinic or health-care facility that provides reproductive services.

In a proceeding regarding the abuse or neglect of a child, evidence may not be excluded on the ground of privileged communication except in the case of communication between an attorney and client.

### **Disclosure of Reporter Identity**

Citation: Fam. Code §§ 261.101; 261.201

Unless waived in writing by the person making the report, the identity of an individual making a report is confidential and may be disclosed only as follows:

- As provided by § 261.201
- To a law enforcement officer for the purposes of conducting a criminal investigation of the report

A report of alleged or suspected abuse or neglect and the identity of the person making the report are confidential. A court may order the disclosure of such confidential information if, after a hearing and an in camera review of the requested information, the court determines the disclosure is the following:

- Essential to the administration of justice
- Not likely to endanger the life or safety of a child who is the subject of the report, a person who made the report, or any other person who participates in an investigation of reported abuse or neglect or who provides care for the child

The Texas Youth Commission shall release a report of alleged or suspected abuse if the report relates to abuse or neglect involving a child committed to the commission. The commission shall edit any report disclosed under this section to protect the identity of the following:

- A child who is the subject of the report
- The person who made the report
- Any other person whose life or safety may be endangered by the disclosure

Approved

## APPENDIX B:

### South Central Yearly Meeting

### APPLICATION TO WORK WITH CHILDREN OR YOUTH

This application is required of all persons seeking to work with children or youth under the care of South Central Yearly Meeting. Please complete and sign this application and submit it to the Youth Program Support Committee for approval.

#### Identification

Name: \_\_\_\_\_  
First Middle Last

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

#### Authorization and Request for Criminal Records Check

In connection with my work with children and youth under the care of South Central Yearly Meeting, I hereby authorize South Central Yearly Meeting to conduct a criminal background check on me. I hereby release South Central Yearly Meeting from all liability resulting from the furnishing of this information to South Central Yearly Meeting. I certify that the statements made by me on this form are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I understand that any false statements made herein could be grounds for South Central Yearly Meeting to prohibit me from this work.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

I \_\_\_ have / \_\_\_ have not been convicted of or pled guilty to a crime, either a misdemeanor or felony (including but not limited to child abuse or neglect, sexual-related crimes, other crimes of violence). If yes, explain:

\_\_\_\_\_  
\_\_\_\_\_

**You will receive a unique link to process your background check. Fees will be paid by South Central Yearly Meeting.**

#### Affirmation

I understand that I have a moral and legal responsibility to protect children and youth. I commit myself, both in spirit and in action, to each of the following:

- to not abuse or neglect a child or youth;
- to do my best to prevent abuse and neglect among children and youth under the care of the Meeting;
- to comply with and enforce South Central Yearly Meeting's Child Abuse Prevention Policy
- to immediately report any observations of any inappropriate behaviors or possible policy violations with children or youth to the Clerks of Youth Program Support or Ministry and Care committees;
- to report known or suspected abuse of children or youth to the Clerks of Youth Program Support or Ministry and Care and to State authorities in accordance with these policies and State laws

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## Appendix C: Additional Resources

### LEGAL RESOURCES AND CHILD ABUSE PREVENTION AND REPORTING

Texas Law Code Search Tool

<https://statutes.capitol.texas.gov/Search.aspx>

Child Welfare Information Gateway – searchable by US State

<https://www.childwelfare.gov/topics/systemwide/laws-policies/state/>

*Arkansas, Louisiana and Oklahoma statutes may be located through a search at this site*

Mandated Reporter Training, Texas Department of Family and Protective Services (for general, clergy, and others)

<https://www.dfps.state.tx.us/Training/Reporting/default.asp>

Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures. Atlanta (GA): Centers for Disease Control and Prevention, National Center for Injury Prevention and Control; Saul J, Audage NC, 2007.

<http://www.cdc.gov/violenceprevention/pdf/PreventingChildSexualAbuse-a.pdf>

*TEA has good resources: <https://tea.texas.gov/texas-schools/health-safety-discipline/child-abuse-prevention/child-abuse-prevention-an-overview>*

### CURRICULA AND INFO ON SEXUALITY AND ABUSE

Our Whole Lives: Lifespan Sexuality Curriculum

<http://www.uua.org/re/owl>

Scarleteen: independent, grassroots sexuality and relationships education and support organization and website

[https://www.scarleteen.com/about\\_scarleteen](https://www.scarleteen.com/about_scarleteen)

‘Grooming’ Behavior:

<http://www.oprah.com/oprahshow/Child-Sexual-Abuse-6-Stages-of-Grooming#ixzz21IJ3BOD6>

### BACKGROUND CHECKS

Best Practice Standards: The Proper Use of Criminal Records in Hiring, May 21, 2013 Lawyer’s Committee for Civil Rights Under Law, The Legal Action Center, and National Workrights Institute [https://www.lac.org/assets/files/Best\\_Practices\\_Standards\\_-\\_The\\_Proper\\_Use\\_of\\_Criminal\\_Records\\_in\\_Hiring.pdf](https://www.lac.org/assets/files/Best_Practices_Standards_-_The_Proper_Use_of_Criminal_Records_in_Hiring.pdf)

Background Checks: What Employers Need to Know (A joint publication of the Equal Employment Opportunity Commission and the Federal Trade Commission). *Good document on discrimination.* <https://www.ftc.gov/tips-advice/business-center/guidance/background-checks-what-employers-need-know>