

Youth Protection Program

**Policies, Guidelines and Information for
all DeMolay Chapters**



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DeMolay International's Youth Protection Program and Policy *Revised — June 2006*

Youth Protection is an ongoing process, and this document represents our efforts to share the latest in industry trends and research, and to provide the best and safest possible environment for our members.

DeMolay International has a history of being proactive in its youth protection program, and as such, this is a changing, living document. It supersedes any other published documents or communications media, by DeMolay International or any of its affiliated jurisdictions or bodies, issued prior to this date. All other Youth Protection and related educational programs must be referenced to this new document.

Contact the Executive Officer of your jurisdiction or the D. I. Service and Leadership Center for updated materials, and be sure to visit the website, www.demolay.org for the latest version of this document.

Introduction

DeMolay's goal is to help young men grow and prosper through their teen years so that they may develop into successful and responsible adults. DeMolay members experience a wide variety of activities while they learn leadership, responsibility, civic awareness and important life-skills. In order to be successful, DeMolay leaders must provide an environment that is safe and supportive; filled with quality role models and positive experiences.

It is important that our adult volunteers understand that we deeply appreciate their service. We value all our adult leaders who meet the standards of the DeMolay International Rules and Regulations. We want to state clearly that we have confidence in their ability to reflect our values in their daily lives and serve as excellent role models for DeMolay members.

The key to DeMolay's success has been, and always will be, the quality of our adult leadership. DeMolay advisors, adult volunteers, Senior DeMolays and parents of DeMolay members all share responsibility for positively affecting the lives of our members.

Throughout our long history, DeMolay has attracted the highest caliber of adult volunteers. However, a small number of adults working with DeMolay have acted in a manner that is not in keeping with the spirit and values we teach. Such behavior is a violation of the sacred trust we place in each adult volunteer and, in fact, may be a violation of the law.

DeMolay is not alone in this respect, as most youth serving organizations have experienced similar incidents. In fact, some individuals seek to exploit youth-serving organizations in order to gain legitimate access to young people for illegitimate activities. ***Our message to individuals who seek to use DeMolay to violate our young people is simple and direct:***

If you wish to use DeMolay to gain access to our members in the hope of pursuing an illegal or inappropriate relationship, or to harm our members in any way, you will find DeMolay to be a very hostile environment. When you are discovered, you will be reported to the authorities and DeMolay will cooperate in your prosecution.

Any allegation of inappropriate behavior by an adult toward a DeMolay member, or any youth, will be treated seriously and the adult will be suspended from all contact with DeMolay until the allegation is investigated by an appropriate law enforcement or child protective agency.

The youth protection program of DeMolay is designed to set boundaries for the relationships between DeMolay members and adults. It is the responsibility of everyone associated with DeMolay to help create a DeMolay environment that is safe and supportive. By establishing these boundaries and then faithfully implementing them, DeMolay leaders play a part in protecting youth from adults who would harm them. Adults are safeguarded from unwarranted allegations of inappropriate behavior by strictly observing these clear and uniform guidelines and policies governing their conduct.

Overview

The following information includes the youth protection policies of DeMolay International, some background information concerning child molesters and the sexual abuse of adolescents, and developmental characteristics of adolescents that make them susceptible to sexual abuse.

DeMolay's Youth Protection Program Objectives:

1. Provide a healthy environment for youth and eliminate any incidences of child abuse in DeMolay.
2. Demonstrate DeMolay's resolve to protect the rights of young people to live and mature normally in a nurturing environment.
3. Encourage DeMolay members and adults to report any situations that might result in child abuse.
4. Ensure that only appropriate adults are involved in the organization.
5. Ensure that DeMolay members model appropriate behavior and encourage them to seek help when needed.
6. Reinforce and strengthen the Youth Protection Program in all jurisdictions and chapters.
7. Maintain the reputation of DeMolay and retain community support.
8. Identify organizations and agencies that can provide publications, materials and/or services to DeMolay members or adults.
9. Serve as a model among youth-serving organizations for youth protection efforts.
10. Contribute to a nationwide network of adults who are concerned about youth protection issues.

Guiding Principles for DeMolay International's Youth Protection Program

DeMolay International has adopted a set of guidelines and policies designed to provide a safe environment for both our members and adult volunteers. There is no room in DeMolay for any form of abuse; however, the focal point for many of these policies is the prevention of sexual abuse. The primary reason for this focus is that child molesters often attempt to become part of youth-serving organizations in order to gain access to children. When child molesters are successful in infiltrating an organization, history shows that many youth members may be at risk of victimization.

Necessary Preconditions for Sexual Abuse

In order to create policies and guidelines that help prevent abuse, it is important to recognize the conditions under which most sexual abuse takes place. Research indicates that there are four preconditions necessary for sexual molestation to occur:

1. ***There must be an offender with the motivation to sexually molest the child.*** Adult-child sexual behavior is a strong taboo in our society; therefore, for child sexual abuse to occur, the molester must have an extraordinary desire to initiate the sexual molestation of the child.
2. ***The offender must overcome internal inhibitions against molesting.*** Because of the societal taboos against sexual molestation of children, in order to engage in sexual victimization of children the molester must justify in his own mind a rationale for his behavior that is sufficiently strong to outweigh the risks of detection.
3. ***The offender must overcome the external barriers protecting the child from molestation.*** Because of the many perils of childhood—including sexual molestation—adults charged with their care generally attempt to ensure that children are supervised and their activities monitored in order to enable intervention and protection from harm. Child molesters may attempt to circumvent these protective measures and isolate the child in order to commit the molestation.
4. ***The offender must overcome resistance by the intended victim.*** Child molesters may offer incentives to their intended victims or, in some cases, use force to engage children in sexual activities. They may use many different ploys to trick children into sexual activities, for example, by offering financial or other material rewards. All too often, it only takes feigned affection and a violation of trust.

DeMolay's youth protection policies are designed to **make certain that none of the four preconditions is allowed to exist** within our program. A rigorous screening process attempts to eliminate individuals who are motivated to abuse DeMolay members. DeMolay uses a proactive **screening and training** program to communicate the priority placed on the safety of our members, thereby reinforcing the internal inhibitions of potential child molesters. Strong guidelines establish the **external barriers** that keep young people safe while participating in DeMolay activities, for example, the 2-deep leadership principle, to ensure that multiple adults supervise any activity. Finally, DeMolay has an excellent **educational program** for members to alert them to the risks of sexual molestation and thereby increase their ability to resist.

Guidelines and Policies

These Youth Protection Guidelines and Policies are designed to protect DeMolay members, but they also protect adult volunteers from unfounded allegations of abuse. All adults have the responsibility to observe the boundaries between acceptable and unacceptable behavior. DeMolay has taken great care to prevent even the appearance of impropriety between adult volunteers and youth members. Strict adherence to these guidelines will help assure that DeMolay chapters will be able to conduct their programs safely.

- **Two-deep leadership required**
At least two members of the adult leadership team (advisors and adult volunteers) must accompany DeMolay members on all trips, outings and DeMolay chapter activities. Additional leadership may be required depending on the size of the group and the event.
- **Safety rule of four**
Chapters should implement the "safety rule of four" which requires that no fewer than four individuals (always a minimum of two adult volunteers) go on trips and outings. If an accident occurs, one person stays with the injured and two go for help.

Guidelines and Policies– continued

- **No unauthorized ceremonies or organizations**

Only ceremonies published in the DeMolay Ritual, or the Monitor of Ceremonies, or those approved in writing and in advance by the Executive Officer, may be performed. "Secret" activities, unofficial organizations and unsanctioned ceremonies outside of DeMolay are not authorized by DeMolay International and are not permitted as part of any DeMolay activity.
- **Hazing is not permitted**

Hazing is not a part of DeMolay ceremonies and is not permitted.
- **Activities in private homes**

Activities involving DeMolay members and adult volunteers in private homes should not be conducted without the approval of the chapter's Advisory Council and notice provided to the members' parents, and then only while adhering to the two-deep leadership policy.
- **Uniform standards**

Activities of organizations such as Courts of Chevaliers, Knighthood Priorities, Legion of Honor Preceptorries, Squires Manors and other DeMolay affiliated organizations must meet the same standards of conduct expected of DeMolay chapters.
- **Respect of privacy**

Adult volunteers must respect the privacy of DeMolay members in situations such as changing clothes or taking showers and intrude only to the extent that health and safety requires. Adult volunteers must also protect their own privacy in similar situations. Adult volunteers must always change clothes and shower separately from DeMolay members.
- **Separate accommodations**

Adults must sleep in separate quarters from youth except in extreme emergencies when the health or well-being of the DeMolay may be at risk. Do not house DeMolay members with adult volunteers (other than their own parents) or house younger DeMolay members with significantly older DeMolay members. Always attempt to house youth members with other youth of the same or similar age.
- **Drugs and alcohol**

The use or possession of alcohol or illegal drugs, or the abuse of over-the-counter or prescription drugs, or any other substance for non-medicinal purposes, by members or adult volunteers, during DeMolay activities is not permitted.
- **Illicit media**

Sexually oriented videos, magazines, photographs, games or other media are not permitted as part of any DeMolay activity.
- **Physical contact**

Adults will avoid unnecessary physical contact with DeMolay members, such as (but not limited to) placing hands on legs, tickling, wrestling, and patting backsides/buttocks.
- **Proper attire required**

Adults must not permit activities involving group nudity, such as "skinny dipping", or public exposure, such as "mooning", etc.

Guidelines and Policies—continued

- **Photos and videography**
Photographs and videos of DeMolay activities must be representative of the values of the organization and should not be taken or published without the written permission of the subjects, or, if minors, their parents.
- **Positive role models**
Adult volunteers must never tell off-color jokes or stories to DeMolay members. Adult volunteers should be conscious of their responsibility to be positive role models.
- **Discipline**
Discipline used in DeMolay should be constructive and reflect DeMolay's commitment to teach and emulate respect and responsibility. Corporal punishment is never permitted.
- **No one-on-one contacts**
Individual adults **must not be isolated** with individual DeMolay members. If a conversation between an adult volunteer and a DeMolay member needs to be confidential, the adult volunteer should speak with the DeMolay member in an open setting where they are out of hearing range, but still can be seen by others. Rooms with closed doors, closed tents, motor homes, vehicles or other secluded locations where you cannot be fully seen by others, should be avoided.
- **Recognize the signs and be responsive**
If a DeMolay member or youth involved in a DeMolay activity complains or comments about an experience he or she has had with an adult that may suggest or infer physical abuse, sexual molestation, or any other type of inappropriate activity, the youth should be taken seriously. Adult volunteers should remember that the youth is not likely to articulate his or her concern in an adult manner. It may take the form of declining to associate with a particular adult for no apparent reason or abruptly leaving the activity.
- **Intervention**
When an adult observes another adult volunteer or significantly older DeMolay member relate to an active DeMolay member in a manner that is not clearly objectionable, but possibly may be misconstrued as abuse or harassment, he or she should respectfully warn the observed person to avoid conduct that may be misunderstood, and should then alert the Advisory Council Chairman of the occurrence.
- **Co-ed activities**
Co-educational activities require adult volunteers of both sexes, separate accommodations for male and female participants, and guidelines that clarify standards of conduct.
- **Parental notification of activities**
Parental notification of official DeMolay activities should communicate the date, place, and beginning and ending times for the activity. Parents are always welcome and should be encouraged to participate in DeMolay activities.

Adults who witness or become aware of any violation of policy or instance of abuse have an obligation to report the incident according to the "Disclosures and Reporting" policies, which are detailed in this document.

Selection of DeMolay Advisors

Selection Policies

The key to the success of any youth program is the quality of its adult leadership, and DeMolay is no exception. DeMolay has adopted the following policies to ensure that this quality will continue:

- A registered DeMolay **advisor must be present and participate in supervision of DeMolays and guests at** all DeMolay activities. Additionally, any adult volunteer in a non-supervisory role should become a registered DeMolay advisor if he or she wishes to remain active with the chapter on a long-term, continuing basis.
- An applicant to become a DeMolay advisor must complete and submit the **Adult Worker Profile Form** and the **Advisor Registration Form (Advisory Council Registration – Individual Form)**. Both forms must be completed by the individual, approved by the Executive Officer and then submitted to DeMolay International.
- An applicant must be interviewed by the Advisory Council Chairman to ensure that he or she understands the requirements of the positions for which they are volunteering. The applicant should also be told of DeMolay's commitment to the safety of our members and the policies that will govern their interactions with DeMolay members.
- References will be checked to determine the suitability of the applicant. Any past association with DeMolay will be verified and contact made, where possible, with the chapter to which the applicant belonged.
- An applicant must agree to a criminal history record verification. In some jurisdictions, the cost for this may be sponsored, but in most, the applicant will be responsible for the cost.
- An applicant must complete the DeMolay Advisor Development (DAD) training program and any other continuing education directed by DeMolay International or the Executive Officer.
- An applicant cannot serve as a DeMolay advisor or in a *de facto* advisor role until an acceptance letter and advisor card has been issued by DeMolay International. This card authorizes service as an advisor during the current calendar year.

Definitions

An **adult volunteer** is any adult who is involved in DeMolay activities in any meaningful way, whether assisting, teaching, coaching, transporting, or providing assistance to a DeMolay Chapter under the supervision of a registered **advisor**.

An **advisor** is special type of adult volunteer who has received DAD Training and is registered through DeMolay International. Only advisors are approved to supervise DeMolay members at DeMolay activities.

Selection Criteria

In keeping with the current *best practices* for youth serving organizations, applicants for adult volunteer positions will be evaluated based upon the following criteria:

1. An applicant must truthfully and accurately complete the selection process required by DeMolay International in order to become a DeMolay advisor.
2. An individual who has a past history of sexual crimes, child abuse, sexual molestation of children, or convictions for any crime in which children were involved is disqualified from working with DeMolay in any way. An individual who has pending charges against him involving children is not eligible to be a DeMolay advisor and must be prohibited from acting as an adult volunteer.

3. An individual who has a history of violence or sexually exploitive behavior is disqualified from working with DeMolay in any way.
4. An individual who was terminated from a paid or volunteer position due to misconduct with a child is disqualified from working with DeMolay in any way.

The conviction for a crime unrelated to the applicant's responsibilities for DeMolay will not automatically result in disqualification from service as a DeMolay advisor. DeMolay will consider other factors when evaluating criminal history records. The totality of the record will be evaluated to determine if it should disqualify an applicant. The Executive Officer has final authority to accept or reject applicants at his discretion.

DeMolay's screening process is designed to maintain the high quality of our adult volunteer leaders and to eliminate applicants who do not meet our leadership standards. The primary purpose of our screening process is to improve the safety of our youth members.

Annual Renewal Criteria

DeMolay requires each adult worker, or volunteer who is an advisor, to renew his or her registration materials annually, in order to qualify for reappointment to service in succeeding years. Reappointment is not automatic, and is at the discretion of the Executive Officer. Both periodic and random background checks are performed on each adult worker by DeMolay International. With this system, it is possible that one adult could be checked every year, after the initial screening is conducted. Any adult worker accused of a crime of violence, molestation, harassment, exploitation, physical, emotional or sexual abuse, or any other crime against children will be immediately removed from service as a certified adult worker.

Disclosures and Reporting

While the first line of defense is to ensure the quality of DeMolay's adult leadership, there are no screening methods that can predict an individual's future actions. Because child molesters have no distinguishing characteristics other than their proclivities to molest children, DeMolay has adopted additional procedures to safeguard our members.

When Abuse is Disclosed

Delayed Disclosures vs. Immediate Disclosures and Observation

The circumstances and timing surrounding an allegation of abuse will determine the specific actions to be taken by DeMolay volunteers and staff. Our goals will be consistent:

- First, to protect the victim from continuing abuse;
- Second, to assist victims of abuse;
- Third, to hold abusers accountable for their behavior; and,
- Fourth, to ensure that DeMolay International will be able to continue its mission of youth development and leadership training.

Often, organizations do not learn of allegations of abuse until several years after the alleged abuse was said to have happened. In the great majority of these cases, organizations are notified by the attorneys for the alleged victim of the allegations and served with papers as part of a lawsuit. In all cases, the Executive Officer must be notified immediately. No actions should be taken or statements made without guidance from DeMolay's legal counsel.

If a past case of sexual abuse is reported by a victim and there is a chance that the alleged abuse may have occurred during a DeMolay activity, or the alleged perpetrator was an adult leader of DeMolay, even if the victim was not a member, the Executive Officer should be notified immediately.

Regardless of the current age of the alleged victim, when responding to disclosures of alleged abuse made by DeMolay members or guests at DeMolay activities, Advisors must not attempt to interrogate the victim. The best course of action is to listen to the disclosure, be supportive and encourage the individual to report to the appropriate authorities. Advisors should not promise to keep the disclosure a secret. Report the disclosure to the Executive Officer and other authorities as appropriate.

How to Respond

If a youth discloses that someone has molested him, follow the guidelines below:

First, believe the DeMolay or guest. Don't panic or over react and do not criticize. Avoid comments such as, "I told you not to go there," or "Why did you let that happen?" Getting angry and accusatory will only make matters worse. Your initial reaction may either increase the traumatic effects of the molestation or begin the healing process.

Second, be supportive and reassuring by using statements such as:

- "I know it took a lot of courage for you to tell what happened to you. What happened is not your fault."
- "I'm going to talk to someone about what you told me so that person will never hurt you or other young people again."
- "What a brave thing it is for you to tell me about what happened."
- "That person knew what he was doing was wrong, and it wasn't your fault that he made you do things that made you feel uncomfortable."
- "We'll see that no one hurts you like that again."
- "You were very smart to tell me what happened to you. Knowing this, we can help you and keep it from happening again."

Third, resist your first impulse, which might be to excuse, explain or reinterpret the behavior by saying something like: "Are you sure?" or "I am sure he didn't mean it." Such a reaction may cause the youth to withdraw the allegation and thereby potentially restoring the lie that the abuse did not happen.

Fourth, respect privacy. Along with another adult, go to a quiet place apart from other members and inform the youth of the proper process for reporting the incident to the appropriate authorities. Take written notes.

Fifth, protect the youth immediately from the continued association with the suspected offender. Take the necessary steps to separate the suspected offender from the DeMolay program until the allegations can be fully investigated by the appropriate authorities.

Sixth, contact the Chairman of the Advisory Council, Executive Officer and/or DeMolay International for guidance when child abuse incidents are reported. The Executive Officer will be able to assist you in making a report to local authorities, dealing with the suspected offender, and handling questions from members, advisors, parents, sponsoring bodies and the press.

Seventh, report the suspected abuse at once to the local law enforcement agency responsible for investigating abuse. Your Executive Officer or DeMolay International will be able to assist you with this reporting requirement.

Eighth, do not discuss situations after filing the appropriate reports unless directed to by your Executive Officer or DeMolay International.

Ninth, don't discuss the problem with other people who probably can't help anyway. It should be emphasized that if you have reason to suspect, or directly know that an abuse occurred, you should immediately inform the Chairman of the Advisory Council and/or the Executive Officer of the incident. The Executive Officer will, in turn, notify DeMolay International.

Official Reporting Policy

DeMolay International requires that this policy be followed when an incident of child abuse is suspected or disclosed. "Disclosure" occurs when a person or persons (usually a victim or a close confidant of a victim) reveals an incident of abuse. Disclosure may be intentional or unintentional.

When a disclosure is made, it is important that this information be reported to the proper authorities. All allegations and disclosures must be reported as soon as possible to the Executive Officer. He will make a complete report to DeMolay International. The Executive Officer will ask for a written report from the advisor who notifies him of the suspected abuse. The report is not intended to be the result of a comprehensive investigation, but rather a timely documentation of all factual information reported and allegations that have been made.

There should be no misunderstanding: DeMolay International will not tolerate any form of child abuse in any of its programs. Advisory Councils must take necessary steps to remove any offenders from membership or adult leadership, and to prohibit them from any participation in the DeMolay program. Further, DeMolay International will not tolerate any attempt to cover up abuse, or attempts to discourage proper reporting, or failing to report disclosed abuse.

Required Notification

The notification of the following groups is an absolute must:

1. The local police, or child protection agency that deals with child abuse issues.
2. The victim's parent(s) or legal guardian(s).

3. DeMolay International, through the Executive Officer of your Jurisdiction. If the Executive Officer cannot be reached, or is involved; the report may be filed directly with DeMolay International.
4. Members of the Advisory Council or Sponsoring Body, as appropriate.

Reporting by Advisors

1. No state requires that a person making a report have proof that the abuse occurred, only that it is suspected.
2. Do not discuss the problem with other people who probably cannot help anyway. By all means, avoid gossip and speculation.
3. All states provide immunity from liability to reporters of suspected child abuse, provided that the report is made in good faith.
4. Report the suspected abuse at once to the Executive Officer of your jurisdiction. If you are unsure about his contact information, call DeMolay International.
5. If you have questions about child abuse disclosure, you can contact the state agency responsible for investigating child abuse. (See Appendix B for contact information.)
6. The Executive Officer will report the matter immediately to the DeMolay International Service and Leadership Center to access resources to assist in proper reporting, media response, legal consultation, etc.

Summary of Executive Officer Actions

1. Contacts the DeMolay Service & Leadership Center
2. Removes the alleged perpetrator, if he or she is an adult volunteer, and takes steps necessary to protect the victim.
3. Makes sure an authorized Youth Protection program is shown at the next chapter meeting to remind the members and advisors about the various aspects of our youth protection program.
4. Encourages those who wish to disclose an incident of abuse after watching the program to contact local authorities to report the abuse.

Appendix A

Background Information on Sexual Abuse

Scope of the Problem

Case reports indicate that 1 in 4 girls and 1 in 8 boys will experience some type of sexual molestation during their childhood. Fifteen percent of all schoolchildren report that they have been molested. An alarming fact is that juveniles commit 40-50% of all child molestations. There has been a 300% increase in reports of peer-to-peer abuse, and much of this is tied to hazing and bullying behaviors. DeMolay Advisors must be aware of both adult and youth behavior, and need to use the materials provided through the Youth Protection Program to educate DeMolays and Advisors about the need to look for signs of abuse, or abusive behavior.

Perpetrators

The most likely individual to maltreat a child is another family member. By definition, a perpetrator of child abuse and/or neglect is a person who has maltreated a child while in a care-giving relationship to that child. Almost nine-tenths (87.3%) of all victims were maltreated by at least one parent. The most common pattern of maltreatment was a child victimized by a female parent acting alone (44.7%) These cases typically involved child neglect or physical abuse of younger children. Males are responsible for nearly 90% of child sexual molestation.

Organizations such as DeMolay are faced with a particular kind of sex offender: "preferential child molesters." Ken Lanning, a retired FBI Supervisory Special Agent with more than 30 years of investigating child sexual molestation and exploitation cases, explains that preferential child molesters are more likely to be involved in molestation cases involving acquaintances of the victim rather than molestation by family members.

In his book, *Child Molesters: A Behavioral Analysis* published by the National Center for Missing and Exploited Children (September 2001,) Lanning points out that 95% of the offenders in these cases are men who have a long-term and persistent pattern of behavior. These offenders also have specific sexual interests and make these sexual interests the center of their lives. Over time, preferential child molesters develop techniques for gaining access to victims and, once access is obtained, rely upon manipulation of their victims to involve them in sexual activities. The preferential offender displays fantasy-driven behavior usually collecting pornography that reflects his particular interests and him attempts to turn fantasy into reality. Preferential molesters have been quick to utilize the technology of computers and the Internet to further their sexual fulfillment.

According to Mr. Lanning, organizations like DeMolay fulfill the preferential "...offender's needs for access to children of a specific age or gender, a bonding mechanism to ensure the cooperation and secrecy of victims, and opportunities to spend the night with a victim or have a victim change clothing. The bonding mechanism...is especially useful to the offender. Loyalty to the leader and group, competition among boys, a system of rewards and recognition, and indoctrination through oaths and rituals can all be used to control, manipulate and motivate victims."

Adults who molest young people often appear to be "normal." They have families and jobs. Molesters have come from all the professions: physicians, police officers, choir directors, letter carriers, ministers, youth group leaders, teachers, coaches, construction workers, etc. Many child molesters are very dedicated and skilled at working with youths. This makes it all the harder to accept the notion that someone who can offer so much positive influence over children can also sexually victimize a child.

Youth who molest other young people also often appear to be "normal". They can be male or female, good students or poor students, come from wealthy or poor families, be outstanding peer leaders or faceless wallflowers. They don't fit into any single identifiable group, as youth like to define themselves. Most youth who molest are "preferential" offenders. Their molestation behaviors may be sexual responses to a non-sexual problem, or they may exhibit a more pronounced sexual curiosity. They often are found to have developmental delays in their emo-

tions and abilities to form appropriate relationships with adults or peers.

Victims

When we hear of cases of sexual molestation—especially cases in which an individual molested a child over a long period of time—we often wonder how that could happen. A common reaction is to blame the child for not telling his parents or another adult about the victimization and therein lies one of the most common reasons that many children do not disclose their molestation—the fear of being blamed.

Child molesters are usually very skilled at selecting the most vulnerable youths as potential victims. They look for young people who appear to be loners or those who are living in a situation in which their family life may be described as dysfunctional or disruptive resulting in less supervision for children. Children who appear to need affection or have low self-esteem are particularly vulnerable.

Adolescent males going through puberty are at a developmental stage that places them at risk. The victims of sexual molestation by an acquaintance are more likely to be males between 10 to 16 years of age. They are beginning to learn about their sexuality and engage in a wide variety of experimental behaviors. They may also be experimenting with alcohol and other drugs—a fact that child molesters often exploit in order to lower inhibitions. Youths at this age are also striving for more individual liberty and therefore are less likely to go to their parents for help when victimized.

Another factor that must be considered when another male sexually molests an adolescent male is the adolescent's fear of being labeled homosexual and the stigmatization that might create for some young men.

Appendix B

Sexual Abuse Myths and Facts

It is important that we address the myths that have kept society from properly addressing the issue of child sexual abuse. By looking more closely at these myths, we can sharpen our focus on the facts.

Child molesters defy the stereotypes we have created. It would be easy if we could look at a child molester and identify him or her by physical or behavioral traits. Unfortunately, this is not possible. There are a number of common myths about victims and offenders.

Myth: *Offenders are sexually frustrated dirty old men.*

Fact: A major study of "pedophiles" (child molesters) reported that three-quarters (75%) of the subjects were under 35 years of age; that eighty-two percent (82%) of the subjects were younger than 30 years old at the time of their first offense.

Myth: *The offender is a stranger to his victim.*

Fact: Several studies have demonstrated that the molester is usually known to the child and to the child's family. Often the molester is in a position of authority, such as a schoolteacher, religious leader, relative or even a DeMolay advisor.

Myth: *The molester is mentally retarded.*

Fact: Convicted offenders in one study showed no significant deviation from the general population when tested on standard intelligence tests. Subjects were found to be generally competent, otherwise law-abiding, well-educated individuals.

Myth: *The offender is an alcoholic or a drug-addict.*

Fact: Despite claims by child molesters that they sexually abused their victims *because* of intoxication, studies have shown that the overwhelming majority of offenders (98%) were not drug abusers and that less than one-third were alcohol dependent. The important point to remember is that drug and alcohol use breaks down inhibitions, both of the abuser and the victim. A potential abuser may be more inclined to risk the act while intoxicated, but such behavior is not indicative of or excusable by a claim of addiction. The possession or use of drugs and alcohol is, therefore, never permitted at DeMolay functions.

Myth: *The offender is sexually frustrated.*

Fact: In one study, it was found that approximately half of the subjects were married, thereby having other sexual outlets available. In fact, sexual contact with children was occurring even while adult contact was taking place.

Myth: *Child molesters are insane.*

Fact: Most professionals agree that only a few child molesters suffer from psychosis. They know that sexual behavior involving a child is wrong. They will go to great lengths to keep their desires and behavior secret.

Myth: *Offenders progress over time to commit increasingly violent acts.*

Fact: There is no evidence that a child molester will increase the violence or become physically harmful to the child. There may be a progression, however, toward increased sexual participation with the child. Physical harm could be a real possibility if the child molester perceived the threat of exposure by the child.

Myth: *Children are at greater risk of sexual victimization from "gay" (homosexual) adults than from "straight" (heterosexual) adults.*

Fact: In one study, it was shown that more than half of the men in the sample selected female children as their victims. Twenty-one percent of the convicts selected both boys and girls to victimize and twenty-eight percent selected only boys. It is a mistake to assume that homosexual or gay adults are any more likely to be abusers than

heterosexual or straight adults.

Myth: *When an abuse is reported, the child must be lying or making up a story.*

Fact: Most children (at the younger ages) do not have the knowledge or sexual experience to make up sexual abuse stories. A child should always be believed when disclosing a sexual abuse encounter. The child's safety may be especially endangered if an offender was told of an accusation and the authorities took no action. Never assume a young person is lying.

Myth: *The child must have been acting seductively.*

Fact: Child molesters may interpret a young person's need for attention, belonging, friendship and recognition as being seductive.

Myth: *Child abuse would never occur in an organization that is as youth serving and wholesome as DeMolay.*

Fact: No organizations are exempt. Child molesters, unfortunately, seek out youth organizations like DeMolay, the Boy Scouts of America, Big Brothers and Big Sisters, and others. Youth organizations are used by child molesters to gain access to young people. That is why chapter Advisory Councils must comply with the guidelines provided by DeMolay International for selecting and screening adult volunteers.

Myth: *Young people will only be frightened and traumatized if child abuse issues are discussed openly and frankly in DeMolay education programs.*

Fact: Child abuse must be presented to DeMolay members as a health and safety issue. If treated just like other health and safety training, (like car safety, crossing the street, fire prevention, alcohol and drug abuse) young people will not be frightened. It is far more frightening to think how many young people will have a child abuse experience without adequate knowledge. By knowing that DeMolay does not tolerate abuse and that a support system exists, DeMolay members will be less likely to keep abuse a secret. In addition, we will eliminate the possibility of intentional and unintentional child abuse by educating our adult volunteers and DeMolay members.

Myth: *Using Master Masons as advisors brings greater protection to our youth.*

Fact: Unfortunately, while the overwhelming majority of our Advisors are good, reputable, moral people, and Freemasonry is based on good character, many of our prior cases have involved Masons committing the abuse.

Appendix C

State Child Protective Services Agencies - Reporting Procedures (current to June 2006)

HOW TO REPORT SUSPECTED CHILD ABUSE AND NEGLECT

If you suspect that a child is being abused or neglected, you should call your local Child Protective Services (CPS) agency or the CPS agency in the State in which the abuse occurred. As you identify the appropriate agency for making a report, remember the following:

- Not every State has a toll free hotline, or the hotline may not operate on a 24-hour basis.
- If a toll free (800 or 888) number is available, it may be accessible only from within that State.
- Federal agencies have no authority to intervene in individual child abuse and neglect cases. Each State has jurisdiction over these matters, and has specific laws and procedures for reporting and investigating. In some States, all citizens are mandated reporters by State law and must report any suspicion of child abuse or neglect.

We have listed below the toll free numbers for the States that have them. If a number is not listed, or if you need to report suspected abuse in a State other than your own, please call or visit their website for additional reporting options.

Childhelp's National Child Abuse Hotline
800-4-A-CHILD (800-422-4453)

www.childhelp.org
TDD: 1-800-2 A CHILD

Childhelp USA is a non-profit agency that has Hotline counselors who can provide referrals to the appropriate re-

Alabama (AL) (334) 242-9500
Alaska (AK) (800) 478-4444
Arizona (AZ) (888) SOS-CHILD (888-767-2445)
Arkansas (AR) (800) 482-5964
Colorado (CO) (303) 866-30003
Connecticut (CT) (800) 842-2288;
(800) 624-5518 (TDD/Hearing Impaired)
Delaware (DE) (800) 292-9582
District of Columbia (DC) (202) 671-7233
Florida (FL) (800) 96-ABUSE (800-962-2873)
Georgia (GA) Report by County
Hawaii (HA) (808) 832-5300
Idaho (ID) Report by regional office
Illinois (IL) (800) 252-2873
Indiana (IN) (800) 562-2407
Iowa (IA) (800) 362-2178
Kansas (KS) (800) 922-5330
Kentucky (KY) (800) 752-6200
Maine (ME) (800) 452-1999
Maryland (MD) (800) 332-6347
Massachusetts (MA) (800) 792-5200
Michigan (MI) (800) 942-4357
Mississippi (MS) (800) 222-8000
Missouri (MO) (800) 392-3738
Montana (MT) (800) 332-6100
Nebraska (NE) (800) 652-1999
Nevada (NV) (800) 992-5757
New Hampshire (NH) (800) 894-5533

New Jersey (NJ) (800) 792-8610;
(800) 835-5510 (TDD/Hearing Impaired)
New Mexico (NM) (800) 797-3260
New York (NY) (800) 342-3720
North Carolina (NC) Report by county
North Dakota (ND) (800) 245-3736
Ohio (OH) (614) 466-9834 During business hours
Oklahoma (OK) (800) 522-3511
Oregon (OR) (800) 854-3508
Pennsylvania (PA) (800) 932-0313
Rhode Island (RI) (800) RI-CHILD (800-742-4453)
South Carolina (SC) Report by county;
(803) 898-7318
Out-of-state callers during business hours
South Dakota (SD) (605) 773-3227
During business hours
Tennessee (TN) (615) 532-3542 during business
hours; after hours contact
Human Services Department
Texas (TX) (800) 252-5400
Utah (UT) (801) 538-4377(Not toll-free)
Virginia (VA) (800) 552-7906
Washington (WA) (800) 562-5624
West Virginia (WV) (800) 352-6513
Wyoming (WY) (800) 457-3659

(Most numbers are in-state toll free)

Appendix D

National Child Welfare Resource Centers (current to June 2006)

American Humane Association (AHA) Children's Division

63 Inverness Dr., East, Englewood, CO 80112-5117

PHONE: (800) 227-4645, (303) 792-9900

FAX: (303) 792-5333

E-MAIL: children@americanhumane.org

URL: <http://www.americanhumane.org>

AHA's Children's Division convenes national forums to address issues in child welfare; designs and facilitates training for child welfare agencies; and publishes resources to help professionals, agencies, and communities meet the needs of children and families.

Childhelp USA

15757 North 78th St., Scottsdale, AZ 85260

PHONE: (800) 4-A-CHILD (800-422-4453)

(480) 922-8212

FAX: (480) 922-7061

URL: <http://www.childhelpusa.org>

Operates the Childhelp National Child Abuse Hotline, which provides 24-hour support, literature, and referral services. Offers several child advocacy centers and residential treatment programs, as well as related curricula and public service announcements.

Exploited Child Unit

National Center for Missing and Exploited Children

699 Prince St., Alexandria, VA 22314-3175

PHONE: (800) 843-5678 (703) 274-3900

FAX: (703) 274-2220

URL: <http://www.missingkids.com>

<http://www.cybertipline.com>

Operates as a resource center and clearinghouse for the public and law enforcement professionals. Focuses attention on sexual exploitation of children on the Internet, such as child pornography or online enticement of children, and has established the CyberTipline to report any such incidents. Provides database searches, training and technical assistance for law enforcement professionals.

Family Research Laboratory (FRL)

University of New Hampshire

126 Horton Social Science Center, Durham, NH 03824-3586

PHONE: (603) 862-1888

FAX: (603) 862-1122

E-MAIL: mas2@christa.unh.edu

URL: <http://www.unh.edu/fri>

Sponsors numerous studies on the extent and nature of sexual abuse and has produced many related publications, which are available to other researchers for analysis.

Kempe Perpetration Prevention Program

Kempe Children's Center, UCHSC

1825 Marion St., Denver, CO 80218

PHONE: (303) 864-5252

FAX: (303) 864-5302

E-MAIL: Kempe@KempeCenter.org

URL: <http://kempecenter.org/>

Provides primary, secondary, and tertiary intervention to reduce the risk of children becoming sexually abusive by training educators, caregivers, and treatment providers. Oversees the National Adolescent Perpetration Network, which serves as a professional network for practitioners who work with sexually abusive youth. Sponsors annual national meetings and training conferences, provides referrals and publications, and fosters information sharing among its members.

Mothers Against Sexual Abuse (MASA)

503½ South Myrtle Ave., #9, Monrovia, CA 91016

PHONE: (626) 305-1986

FAX: (626) 305-5190

E-MAIL: masa@againstsexualabuse.org

URL: <http://www.againstsexualabuse.org/>

Provides information and referrals to children and adult survivors of sexual abuse, non-offending parents, and family members of children who have been abused. Offers education programs to professionals and caregivers, and sponsors conferences.

Parents United International

615 15th St., Modesto, CA 95354

PHONE: (209) 572-3446

FAX: (209) 524-7780

E-MAIL: parents.united@usa.net

URL: http://members.tripod.com/~Parents_United/Chapters/PUI.htm

Offers State and local chapters that provide treatment and self-help support services to all persons affected by sexual abuse including sexually abused children, their families, adult survivors, and offenders.

Prevent Child Abuse America

200 S. Michigan Ave., 17th Floor, Chicago, IL 60604-2404

PHONE: (312)663-3520

FAX: (312) 939-8962

E-MAIL: mailbox@preventchildabuse.org

URL: <http://www.preventchildabuse.org>

Prevent Child Abuse America promotes healthy parenting and community involvement as effective strategies for preventing all forms of child abuse. The organization's nationwide network of chapters and local affiliates work to implement direct service programs in hundreds of communities.

The Safer Society Foundation, Inc.

PO Box 340, Brandon, Vermont 05733-0340

General Inquiries, Research Requests and Orders

PHONE: (802) 247-3132

FAX: (802) 247-4233

URL: <http://www.safersociety.org/>

Treatment Program Referrals Available Mondays, Wednesdays and Fridays (1:00 p.m. - 4:30 p.m. EST)

PHONE: (802) 247-5141

Provides research, advocacy, and referrals for victims and survivors of sexual abuse, as well as for adult and adolescent offenders. Maintains a nationwide database of agencies, institutions and individuals that provide resources or services related to child, adolescent, and adult sex offenders. Publishes research reports and books on sexual abuse issues for professionals, parents, survivors and perpetrators.

DeMolay International

10200 NW Ambassador Drive

Kansas City, MO 64153

1-800-DEMOLAY

www.demolay.org