

Child Sexual Abuse Prevention STARTER KIT



The starter kit offers quick and easily accessible resources to evaluate your organization's current policy and develop a comprehensive child safeguarding policy that fits the needs of your organization.

- [Basic Child Safeguarding Policy Template](#)
- [Basic Job Application Template](#)
- [Code of Conduct Sample](#)
- [Application Interview Reference Procedure](#)
- [How are we Keeping Your Child Safe?](#)
- [Reporting Requirements](#)
- [Safeguarding Policy Planning Tool](#)



COMPONENT 1

Screen, Select, Inform

Screening and Selecting Employees and Volunteers and Informing them about the expectations of the organization

The goal of this Component is to not only select the best people for your organization but also to screen out those that may pose a risk to youth. Using these tools will help foster your safety culture. Abusers often seek employment and volunteer opportunities that will give them access to children. Implementing a strong application and interview process can help screen out these potential offenders. This component also helps ensure safety during interactions between adults and children and between children. This is done by establishing a code of conduct that must be signed by all staff and volunteers.

The organization has an application and interview process for all staff and volunteers.

- [Sample Application and Interview Questions](#)
- [CDC Questions for Application and Interview](#)
- [Organizational Procedures Regarding the Application, Interview, Reference Check Policy](#)
- [Basic Job Application Template](#)

The organization conducts criminal background checks and references for all staff and volunteers.

- [Best Practices for Background Checks and References](#)

All Staff and Volunteers are provided a job description and Code of Conduct.

- [Code of Conduct Overview](#)
- [Sample Code of Conduct](#)

COMPONENT 2

Train, Monitor, Support

The goal of this component is to provide information and skills to help prevent and respond to child sexual abuse. It provides education on how to recognize and respond to inappropriate behaviors and to reinforce appropriate behaviors to keep children from situations where they are at increased risk of sexual abuse.

The organization provides CSA Prevention Training for all staff and volunteers

- [CSA Prevention Training Options](#)

The organization establishes safe environment guidelines

- [Establish Safe Physical Environments](#)

The organization has on-going monitoring of staff and environments, including training and review of policies and procedures annually

- [Monitoring Behavior and Spaces](#)

The organization informs caregivers on its policies and procedures relating to child sexual abuse prevention and what is expected of staff and volunteers

- [How are we Keeping Your Child Safe](#)

COMPONENT 3

Respond & Report

The goal of this component is to respond quickly and appropriately to inappropriate or harmful behavior, policy violations, evidence or allegations of child sexual abuse.

How to handle policy infractions

- [Handling a Policy Infraction](#)

How to handle a disclosure

- [Handling a Disclosure](#)

Outline Reporting Requirements and Procedures

- [Reporting Requirements](#)

Maintain a record of incidents — develop a system to track and review allegations and suspicions of child sexual abuse.

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ADDITIONAL RESOURCES

Below is a list of other resources that you may find helpful in your policy development work.

- [**Darkness to Light**](#) – Darkness to Light empowers adults to prevent, recognize, and react responsibly to child sexual abuse through comprehensive training and education programs aimed at reducing stigma and increasing awareness.
- [**National Sexual Violence Resource Center**](#) – The National Sexual Violence Resource Center provides comprehensive resources and tools for preventing child sexual abuse.
- [**The Redwoods Group**](#) – The Redwoods Group provides resources and training to prevent child sexual abuse, focusing on education, policy implementation, and community involvement to ensure the safety of youth in various organizations.
- [**National Coalition to Prevent Child Sexual Abuse and Exploitation**](#) – The National Coalition to Prevent Child Sexual Abuse and Exploitation, also known as Prevent Together, is a collaborative organization that aims to end child sexual abuse and exploitation through education, advocacy, and the promotion of evidence-based prevention strategies.
- [**kNot Today**](#) – kNot Today is dedicated to ending the sexual abuse, exploitation, and trafficking of children by raising awareness, advocating for prevention strategies, and partnering with restorative service providers. Founded by Frank and Linda Reich, the organization also supports law enforcement with technology and resources to combat these crimes effectively.
- [**Prevent Child Abuse America**](#) – Prevent Child Abuse America is the nation's oldest and largest nonprofit organization dedicated to preventing child abuse and neglect before it happens.
- [**Prevent Child Abuse Vermont**](#) – Our partners at Prevent Child Abuse Vermont promote and support healthy relationships within families, schools, and communities to prevent child abuse. Check out their online training opportunities and other resources.
- [**Children's Advocacy Centers of North Carolina**](#) – Children's Advocacy Centers of North Carolina (CACNC) is dedicated to developing, supporting, and maintaining high-quality Children's Advocacy Centers and Multi-Disciplinary Teams across the state. They provide statewide advocacy, legal and medical guidance, training, technical assistance, and networking opportunities to ensure a comprehensive response to child abuse and support for affected children and caregivers.
- [**Praesidium**](#) – Praesidium is dedicated to preventing sexual abuse in organizations by providing a comprehensive suite of risk management solutions, including training, background checks, policy assessments, and consulting services.
- [**National Children's Advocacy Center**](#) – The National Children's Advocacy Center (NCAC) is a non-profit organization dedicated to providing a coordinated, multidisciplinary response to child abuse through prevention, intervention, and treatment services.
- [**The Oak Foundation**](#) – The Oak Foundation is a philanthropic organization committed to addressing global social and environmental issues through grant-making and strategic partnerships. It supports innovative programs and initiatives that promote human rights, climate justice, and sustainable development to create lasting positive change.