

Understanding and Preventing Youth-on-Youth Abuse Training for Camp and NYLT Staff FACILITATOR'S GUIDE



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Document Revision Date: 01/29/2024

The BSA's Commitment to Safety

In Scouting, we will not compromise the safety of our youth, volunteers, and employees. Safety is a value that must be taught and reinforced at every opportunity. We are all responsible and must hold each other accountable to provide a safe environment for all participants.

We are committed to abuse prevention by utilizing:

- Mandatory youth protection training.
- Criminal background checks.
- Banning one-on-one adult and youth interactions.
- Mandatory reporting of suspected abuse to law enforcement.
- A volunteer screening database.

We are committed to injury and illness prevention by integrating safety measures in our handbooks, literature, and training materials including the Guide to Safe Scouting.

We expect leaders to use the four points of SAFE when delivering the program. SAFE Scouting measures include:

- Youth are Supervised by qualified and trustworthy adults who set the example for safety.
- Activities are Assessed for risks.
- Pre-requisite Fitness and skill levels are confirmed before participation.
- Appropriate Equipment is utilized, and Environmental conditions are monitored.

When incidents do occur, we expect a timely, clear, and complete incident report. We are committed to learning from the data and modifying program guidance for the prevention of future occurrence.

Introduction

The Boy Scouts of America places the greatest importance on creating the safest environment possible for our youth members. The organization's leadership has identified a need to provide additional Youth Protection training to camp directors, program directors and rangers regarding the prevention of youth-on-youth incidents that may occur during Scouting's camp activities. In addition, all camp staff and individuals serving as staff of NYLT courses must also take this "Camp Staff and NYLT Staff" version.

Although most youth enjoy a safe and wholesome experience at camp, negative and dangerous interactions are always possible. We need to be aware of not only the types of abuse that can occur between one or more youth participants but also how to build safeguards into Scout meetings, outings, and other activities to reduce or eliminate incidents.

Camp management must be prepared so they can try to prevent incidents as well as recognize, react, and report when issues arise. Providing this training to our camp and NYLT staff is another important part of our prevention strategies.

The BSA has created this 75-minute facilitator-led syllabus with accompanying PowerPoint presentation for camp staff and NYLT staff. This course covers how to prevent, recognize, respond to, and report inappropriate youth-on-youth abuse and problematic behavior.

The module will provide instruction and talking points and must be taught as written. Facilitators must utilize the PowerPoint deck and the full syllabus as written below. Please note that some of these topics may be difficult to discuss. This training is designed to be a safe place for discussion of these topics before we face tough situations in real life. Given the nature of this material, it should be presented in a serious and appropriate manner. Jokes or other humor have no place in these discussions.

In addition, because camps are held in states across the United States, it is important that anyone running a camp be aware of the reporting requirements for their specific state.

Special Note: NYLT Staff Instruction – Consider adjusting the "camp staff" language to reflect your NYLT leadership structure as you present this material.

Participants who complete this course should also have their training updated to include **training code CS95**. Camp staff must complete this training annually, per NCAP Standard SQ-402.

The content in this guide is written as a script using a "Say" and "Do" format. Items that follow the word "Say" or "Ask" are meant as a script to use to present the materials. When the word "Do" appears, this is an action or a note for the instructor and not meant to be shared with the participants. There are also times that instructor notes will be used and will be distinguished by the purple font color. Instructors should read through the scripts prior to presentation to become familiar with the content. You must follow the script; however, you do not need to read it word for word. Rather share the content in your words. You can also read it if that is helpful to you when presenting.


WHAT IS YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR?



SESSION TIMELINE: 12 MINUTES





SESSION OBJECTIVES

At the end of this session, you will be able to:

- Define Youth-on-Youth Abuse
- Understand the facts about Youth-on-Youth Abuse

2 minutes	Introduction
	FACILITATOR
<p>BSA Youth Protection</p> <p>Understanding and Preventing Youth on Youth Abuse</p> 	<p>Say: Hello and welcome to Understanding and Preventing Youth-on-Youth Abuse training. This training will cover both abuse and other problematic behavior.</p> <p>My name is _____ and I will be one of your facilitators for this course.</p> <p>Do: Give a brief introduction of yourself and other staff</p> <p>Say: This is a critically important topic for all of us as camp staff. Although most youth enjoy a safe and wholesome experience at camp, negative and dangerous interactions are always possible.</p> <p>We need to be aware of not only the types of abuse that can occur between one or more youth participants but also how to build safeguards into Scout meetings, outings, and other activities to reduce or eliminate incidents – including at camp.</p> <p>As a camp staff member, you must be prepared to prevent incidents as well as recognize, respond, and report when issues arise.</p> <p>Please note that some of these topics in our training today may be difficult to discuss. This training is designed to be a safe place for discussion of these topics before we face tough situations in real life. Please don't hesitate to ask questions and interact during today's discussions.</p>

<p>Steps in the BSA Process</p> <ul style="list-style-type: none"> •Prevent •Recognize •Respond •Report  	<p>Say: You will likely hear these words repeated throughout today’s discussions: Prevention, Recognition, Response and Reporting. Each of these represent actions that each of us must take.</p> <p>This training cannot cover all possible types of incidents. Remember that good judgment, common sense, and placing the safety of the Scout first will always be of paramount importance.</p> <p><i>Regarding NCAP – Completing this training meets the specific requirement of SQ-402.B.2.</i></p>
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<p>3 minutes</p>	<p>DEFINITION OF YOUTH-ON-YOUTH ABUSE</p>
<p>What is Youth on Youth Abuse?</p> <p>What is problematic behavior?</p>   <hr/> <p>What are some potential examples of Youth-on-Youth Abuse?</p> <ul style="list-style-type: none"> • Bullying • Hazing • Inappropriate physical contact • Sexual talk • Initiations and games • Inappropriate online interactions • Sexting • Exposure to inappropriate materials • Sexual contact and assault  	<p>FACILITATOR</p> <p>Say: So what is Youth-on-Youth abuse? What is problematic behavior?</p> <p>Often, those who commit sexual or other offenses and abuse against minors are described as “pedophiles” or “predators” and thought of as adults. It is important to understand that a substantial portion of offenses against minors i.e., youth are committed by other youth who do not fit the image of such terms.</p> <p>Youth-on-youth incidents are something we would rather not talk or even think about, but we must. In addition, Youth-on-Youth Abuse and problematic behavior does not always fit neatly into one category or a typical pattern or type of behavior.</p> <p>Ask: What are some examples of potential youth-on-youth abuse and problematic behavior that could occur at camp? <i>(Seek Response)</i></p> <p>Say: Youth-on-youth abuse may cross into multiple areas, including the following.</p> <p><i>Note to presenter: We will discuss many of these types of abuse in more detail later in our training. Read through the list but do not explain each type yet.</i></p> <ul style="list-style-type: none"> • Bullying • Hazing • Inappropriate physical contact • Sexual talk • Initiations and games • Inappropriate online interactions • Sexting • Exposure to inappropriate materials • Sexual contact and assault <p>Say: This abuse or problematic behavior may be a single incident or evolve over several escalating incidents. We will discuss many of these types of abuse in more detail later in our training today.</p>

Youth-on-youth abuse and problematic behavior can occur in Scouting during any activity, but especially where observation or adult supervision is limited.

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Say: It's important for all of us to remember that youth-on-youth abuse and problematic behavior can occur in Scouting during any activity, but especially where observation or adult supervision is limited.

This includes overnight activities and events that occur in less-structured environments as well as secluded areas in regular meeting places.

Higher risk situations include overnight hotel stays, overnight tenting and camping, and situations involving group latrine and/or showering facilities.

Because of the higher-risk environment that our camping programs represent, it is even more imperative that each of us understands how to prevent incidents as well as recognize, respond, and report when issues arise.

For that reason and to help us have a framework for our understanding we have organized today's training by these sections: Prevention, Recognition, Responding and Reporting.

3 minutes

THE FACTS

FACILITATOR

Facts About Youth-on-Youth Abuse

- More than one-third of serious physical and sexual abuse incidents are committed by youth according to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors".
- Nearly one out of every four students or 22 percent report being bullied during the school year according to the National Center for Education Statistics, 2015.

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Facts About Youth-on-Youth Abuse

According to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors":

- Research indicates the peak age for male youth offenders is age 13 to 16.
- Females constitute 7 percent of juveniles who commit sex offenses.
- Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.

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Facts About Youth-on-Youth Abuse



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Say: So how prevalent is youth-on-youth abuse? Let's review some of the real-life facts. The following facts are national statistics from across the US and do not represent Scouting only.

- **More than one-third of serious physical and sexual abuse incidents are committed by youth** according to the U.S. Department of Justice, Juvenile Justice Bulletin, 2009, "Juveniles Who Commit Sex Offenses Against Minors".
- **Nearly one out of every four students or 22 percent report being bullied during the school year** according to the National Center for Education Statistics, 2015.
- **Research indicates the peak age for male youth offenders is age 13 to 16.** (Office of Juvenile Justice and Delinquency Prevention, 2009)
- **Females constitute 7 percent of juveniles who commit sex offenses.** (Office of Juvenile Justice and Delinquency Prevention, 2009)
- **Targets of (sexual) abuse tend to be boys and girls three to five years of age younger than the perpetrator.**

It is important to note: Youth offenders who groom and abuse can be of any age or demographic.

	<p>Say: The highest percentage of youth offenders represent much of both the staff at camp, and many of our participants.</p> <p>Acknowledging that youth-on-youth abuse can, and does occur, in Scouting is a key element of prevention.</p> <p>NOTE: QR code is linked to “Sexual Assault of Young Children as Reported to Law Enforcement: Victim, Incident, and Offender Characteristics” article from the bureau of Justice Statistics.</p>
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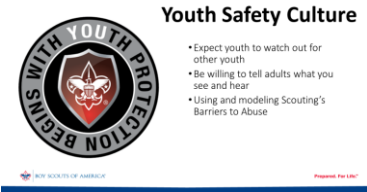
PREVENTION OF YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR

SESSION TIMELINE: 35 MINUTES

SESSION OBJECTIVES

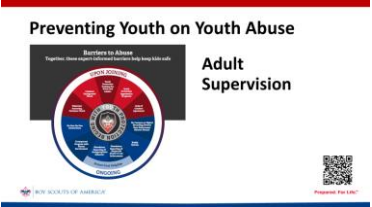
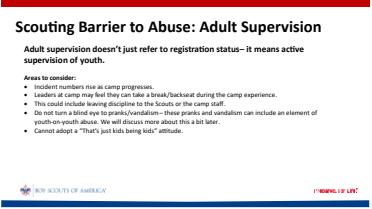
At the end of this session, you will be able to:

- Define Scouting’s Code of Conduct and how it applies to youth-on-youth abuse prevention
- Understand how Scouting’s Barriers to Abuse can help prevent youth-on-youth abuse

1 minute	INTRODUCTION
	FACILITATOR
 <p>Youth Safety Culture</p> <ul style="list-style-type: none"> • Expect youth to watch out for other youth • Be willing to tell adults what you see and hear • Using and modeling Scouting’s Barriers to Abuse 	<p>Say: Prior to attending this training, and as part of the requirement to be a camp staff member, you took youth protection training. NYLT staff should also have current Youth Protection training. Scouting’s youth protection training outlines many of the prevention strategies Scouting employs to help protect the youth in our Scouting programs. During this session, we will review these prevention strategies and discuss how they apply to preventing youth-on-youth abuse specifically.</p> <p>Each of us has a role in preventing youth on youth abuse and problematic behavior!</p> <p>Say: Here are a few initial ideas of how we do this at camp</p> <ul style="list-style-type: none"> • Expect youth to watch out for other youth • All of us must be willing to tell adults what they see and hear • Using and modeling Scouting’s Barriers to Abuse to help prevent abuse and problematic behavior

2 minutes	DEFINITIONS OF SCOUTING PARTICIPANTS
<p>Types of Scouting Participants</p> <ul style="list-style-type: none"> • Youth Member: Individuals under the age of 18 who, with the approval of a parent or guardian, becomes a member of a unit. They may be registered in one or more Scouting programs. • Adult Program Participants: Individuals aged 18 or older (most often aged 18-20) who are registered as program participants in which youth members are also eligible to participate. <i>Critical reminder – these adult program participants are subject to the same policies and guidelines as adult Scouters.</i> • Adult: Unless otherwise stated, the word "adult" refers to a person 18 years of age or older. <p><small>BSA SCOUTS OF AMERICA Prepared For USAF</small></p>	<p style="text-align: center;">FACILITATOR</p> <p>Say: Before we discuss how Scouting’s Barriers to Abuse are implemented at camp to prevent youth on youth abuse, it is critical that we understand who this training is about. Camp staff and Scouting participants are arranged into several key categories. Let’s quickly review those as we prepare to further discuss the topic of youth-on-youth abuse. These definitions are from the BSA’s Rules and Regulations.</p> <ol style="list-style-type: none"> 1) Youth Member: Individuals under the age of 18 who, with the approval of a parent or guardian, becomes a member of a unit. They may be registered in one or more Scouting programs. 2) Adult Program Participants: Individuals aged 18 or older (most often aged 18-20) who are registered as program participants in which youth members are also eligible to participate. <i>Critical reminder – these adult program participants are subject to the same youth protection policies and guidelines as adult Scouters.</i> 3) Adult: Unless otherwise stated, the word “adult” refers to a person 18 years of age or older. <p>At camp, you may have individuals who represent each of these categories. But what about camp staff? Which category are you in? <i>(Ask audience to stand or raise a hand based on which category they fall in)</i></p> <ol style="list-style-type: none"> 1) Camp staff under age 18 – are considered youth for all policies and guidelines. 2) Camp staff 18 years of age and older – are considered adults. The rules and policies of BSA’s youth protection are the same for anyone over the age of 18. They must be registered as adults.
2 minutes	THE MAGIC 18 DATE
<p>The Magic 18 Date</p> <p>When someone turns 18 in the BSA they become an adult. A few things to consider:</p> <ul style="list-style-type: none"> • Things change when you become an adult. • No one on one contact with youth (even if you are friends). • Restrictions for inappropriate relationships/interactions. • Using adult showers and restrooms. • These changes happen on the birthday. • Meeting with anyone who this applies to during the season. <p><small>BSA SCOUTS OF AMERICA Prepared For USAF</small></p>	<p style="text-align: center;">FACILITATOR</p> <p>Say: The situation often arises where a staff member or camper arrives at camp at 17-years old and during the time at camp has a birthday. While this is an exciting time for several reasons, it is a critical birthday in the BSA.</p> <p>When a person turns eighteen, they become an adult and ALL youth protection policies apply at that moment. Raise your hand if this applies to you during the season. As we work with those of you who have a hand raised, we want you and others to know how important that birthday becomes. We will work with you to prepare you for this important transition, but everyone should understand the following.</p> <ul style="list-style-type: none"> • Things change when you become an adult • Relationships are different and you are not allowed to have one on one contact with a youth for any reason (even if you are friends).

	<ul style="list-style-type: none"> • There are ramifications for inappropriate interactions with youth which could include loss of employment or even revocation of membership in the BSA. • You will be asked to move housing to adult housing and use adult showers and restrooms. • Each of these changes will happen on your birthday and not before. • We will meet with each of you individually, if this applies to you, to help you with the transition. <p>While this training focuses on youth-on-youth abuse and problematic behavior prevention, it is critical to consider this special case as these youth become adults and the rules change.</p>
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25 minutes	SCOUTING’S BARRIERS TO ABUSE
FACILITATOR	
 <p>Preventing Youth on Youth Abuse Adult Supervision</p>	<p>Say: Together, Scouting’s Barriers to Abuse help keep our youth safe and prevent youth-on-youth abuse. Let’s dig into a few of these and discuss how they help prevent youth-on-youth abuse.</p> <p>BARRIER TO ABUSE: Adult Supervision: Two registered adult leaders 21 years of age or over are required at all Scouting activities, including camp. There must be a registered female adult leader 21 years of age or over in every unit serving females. Remember, 18- to 20-year-old adult leaders or adult program participants do not qualify to serve as adult supervision.</p> <p>Adult supervision doesn’t just refer to registration status– it also means active supervision of youth.</p> <p>The effectiveness of the BSA’s Youth Protection program depends on the commitment of every camp staff member to remain situationally aware and be willing to act when indicated. Simply put, situational awareness is being aware of everything going on around you and actively engaging. It means adopting an attitude that recognizes that if it does not seem or sound right, the situation mandates further investigation (awareness).</p> <p>Say: There are a few areas to consider when thinking about Adult Supervision:</p> <ul style="list-style-type: none"> • In a long-term camp there is a tendency for incidents to arise as the week progresses and even as the season progresses if there are multiple sessions of camp. • Leaders at camp may feel they can take a break/backseat during the camp experience so we as camp staff need to remind our unit leaders of this responsibility. • Unit Leaders leaving discipline to the Scouts or the camp staff. This is additionally important if the leaders are inexperienced or adults who are not “regular” leaders in the unit and may just be accompanying the unit at camp. For those who are over 21, our role is to provide active leadership in your program areas and make sure that the camp
 <p>Scouting Barrier to Abuse: Adult Supervision Adult supervision doesn’t just refer to registration status– it means active supervision of youth.</p> <p>Areas to consider:</p> <ul style="list-style-type: none"> • Incident numbers rise as camp progresses. • Leaders at camp may feel they can take a break/backseat during the camp experience. • This could include leaving discipline to the Scouts or the camp staff. • Do not turn a blind eye to pranks/vandalism– these pranks and vandalism can include an element of youth-on-youth abuse. We will discuss more about this a bit later. • Cannot adopt a “That’s just kids being kids” attitude. 	

rules are followed. Involve unit leaders and camp managers when issues arise.

- We cannot turn a blind eye to pranks/vandalism – these pranks and acts of vandalism can include an element of youth-on-youth abuse. We will discuss more about this a bit later.
- And we as camp staff cannot adopt a “That’s just kids being kids” attitude. Inappropriate behavior is always inappropriate – there is no excuse and we need to identify and report it when it occurs.

Say: Here are some strategies we can use to ensure proper adult supervision occurs at our camp:

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate ACTIVE adult leadership including the investigation of “sights and sounds.”
- Understand the differences in the roles of camp staff and adult unit leaders.
- Remind everyone that adults serve in a guidance and oversight capacity and may never abdicate that responsibility.
- Anticipate, identify, and monitor high-risk areas specific to programs.

BARRIER TO ABUSE: Buddy System- The buddy system is critical in preventing youth-on-youth abuse.

Here are a few reminders about the Buddy System:

- Buddy pairs may only be single gender, never coed (even in older youth programs such as Venturing and Sea Scouts)
- Buddy pairs should consist of youth no more than two years apart in age.
- Buddy pairs can only be made between two youth members. Adult program participants cannot buddy with youth members, even if they are registered in the same program. As a reminder, camp staff are always treated as adults if they are 18 or older and cannot be a buddy with a staff member or participant under the age of 18.
- The buddy system must always be followed during Scouting activities.
- We need to encourage units to consider buddy pairs from the unit following the same schedule while at camp.

The buddy system can help prevent youth on youth abuse:

- It ensures that one-on-one adult and youth contact does not take place.
- It re-emphasizes the age and genders that should interact, keeping buddies to no more than two years apart in age.
- It is a prevention strategy for bullying or hazing.

Proper Adult Supervision

- Facilitate a youth-led but adult-guided program.
- Monitor youth leadership.
- Provide adequate ACTIVE leadership including the investigation of “sights and sounds.”
- Understand differences in the roles of camp staff and adult unit leaders.
- Remind everyone that adults serve in a guidance capacity and may never abdicate that responsibility.
- Anticipate, identify, and monitor high-risk areas specific to programs.

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Preventing Youth On Youth Abuse

Preventing Youth on Youth Abuse

Barriers to Abuse
Together these barriers prevent youth on youth abuse



Buddy System

- Always single gender
- Should be no more than 2 years apart
- Only be made between youth members
- Adult program participants cannot be paired with youth - this includes staff
- The buddy system must always be followed during Scouting activities.

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Preventing Youth On Youth Abuse

Scouting Barrier to Abuse: Buddy System

The Buddy System:

- Ensures that one-on-one adult and youth contact does not take place.
- Re-emphasizes the age and genders that should interact, keeping buddies to no more than two years apart in age.
- Is a prevention strategy for bullying or hazing.

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Preventing Youth On Youth Abuse

Preventing Youth on Youth Abuse



Barriers to Abuse
Together, these elements help prevent youth on youth abuse.

Separate Accommodations

- Youth sharing tents must be no more than two years apart in age.
- In Cub Scouting ONLY, parents and guardians may share a tent with their family.
- In Scouts BSA, Venturing, and Sea Scouts, youth and adults tent separately.
- Spouses may share tents.

Present: Pat Lutz

Scouting Barrier to Abuse: Separate Accommodations

- NO adults or adult program participants (over 18) are to be in youth (under 18) lodging.
 - Youth staff or campers should not enter a tent or cabin that is not theirs – especially if they are more than two years apart in age.
 - Staff and unit leaders should be mindful of older staff and youth members going into the tents or cabins of younger staff and youth members and performing an “initiation” or other inappropriate activities.
- Present: Pat Lutz

Preventing Youth on Youth Abuse



Barriers to Abuse
Together, these elements help prevent youth on youth abuse.

Separate Accommodations - Restrooms

- Separate shower and toilet facilities for youth and adults male and female
- If not, available separate times should be scheduled and posted
- Privacy must be respected by both youth and adults

Present: Pat Lutz

Separate Accommodations

- Monitoring the restrooms/shower houses or other changing areas.
 - Reinforcing usage guidelines to youth staff and campers.
 - Not allowing digital recording devices or cameras in shower and changing areas. (Have separate charging stations available for electronics, away from bathrooms or shower areas.)
- Present: Pat Lutz

Preventing Youth on Youth Abuse



Barriers to Abuse
Together, these elements help prevent youth on youth abuse.

Digital Privacy

- Inappropriate use is prohibited
- Respect privacy even on digital platforms

Present: Pat Lutz

BARRIER TO ABUSE: Separate Accommodations- Housing- Separate accommodations for adult males and females and youth males and females are required. Remember:

- Youth sharing tents must be no more than two years apart in age.
- In Cub Scouting ONLY, parents and guardians may share a tent with their family.
- In Scouts BSA, Venturing, and Sea Scouts, youth and adults tent separately.
- Spouses may share tents.

As camp staff we can help by:

- Remembering that NO adults or adult program participants (over 18) are to be in youth (under 18) lodging. (*Consider referencing your camp staff employee handbook*)
- Youth staff or campers should not enter a tent or cabin that is not theirs – especially if they are more than two years apart in age.
- Staff and unit leaders should be mindful of older staff and youth members going into the tents or cabins of younger staff and youth members and performing an “initiation” or other inappropriate activities. Examples include holding down the target, so the “initiation” can be performed. This is hazing and must be stopped. At a minimum, it may be classified as a criminal offense, but it could be considered an assault or a sexual assault.

BARRIER TO ABUSE: Separate Accommodations- Restrooms- Separate shower and toilet facilities must be provided for male and female adults as well as for male and female youth. If separate facilities are not available, separate times should be scheduled and posted. Youth privacy must be respected, not just by adults, but by other youth as well.

Say: As camp staff we may need to:

- Monitor the restrooms/shower houses or other changing areas.
- Reinforcing usage guidelines to youth staff and campers.
- Ensure there are no digital recording devices or cameras, including phones, in shower and changing areas. (Have separate charging stations available for electronics, away from bathrooms or shower areas.)

BARRIER TO ABUSE: Digital Privacy - Inappropriate use of smartphones, cameras, imaging, or digital devices is prohibited. We must remind youth to respect privacy of everyone, including online and on digital platforms.

Say: Later in our training we will discuss how youth can use digital devices inappropriately leading to problematic behavior and youth on youth abuse.

Remember that many youth have smartphones which makes taking photos and videos incredibly easy – and so is uploading and sharing these images and videos.



Say: BARRIER TO ABUSE: Sexual activity is prohibited in Scouting – Sexual activity is never allowed in Scouting.

It is natural for youth to create relationships and friendships. However, even if the sexual behavior is mutual or consensual and noncoercive, all sexual activity is prohibited within Scouting.

Older youth and youth in positions of authority may try to manipulate other youth using their authority or power, size, or knowledge difference. Sexual abuse can occur even in youth of similar ages. Any peer activity, in which sexual activity is included, is a form of sexual abuse and is prohibited in Scouting.

Youth abusers may use enticements, gifts, and favoritism as a ruse to engage younger and impressionable youth into inappropriate activities. Some youth may use a technique such as, “Let me give you” or “Let me show you” things like porn, alcohol, drugs, tobacco, or other inappropriate materials or say things like, “You’re so much more mature than the other Scouts your age.”

Say: As camp staff, you must report any sexual activity to your camp leadership. You will not be viewed as a tattletale.



BARRIER TO ABUSE: Hazing, initiations and bullying are prohibited in Scouting – Hazing and initiations are prohibited and have no part during any Scouting activity. All forms of bullying and harassment including verbal, physical, and cyberbullying are prohibited.

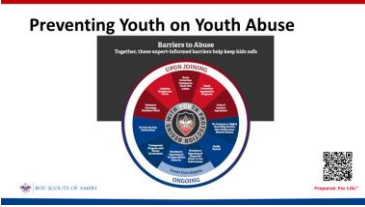
Bullying is a widespread and serious societal problem that has a negative impact on the “target.” (We do not use the term “victim.”) More than one-third of serious physical and sexual abuse incidents occur at the hands of other youth who are older or in positions of leadership and able to manipulate using their size or knowledge difference.

Bullying at camp can occur in latrines and showers or other areas where there is limited adult supervision. All forms of bullying can be contributing factors to self-harm and suicidal thoughts.

Some BSA policies that reinforce our no bullying/hazing rules:

- No hazing.
- No bullying.
- No initiations.
- No secret organizations.
- Discipline must be constructive.
- Scout Oath and Scout Law.
- Scouter Code of Conduct

	<p>Say: As a camp staff member, you are the key to creating a safe, bullying-free environment for Scouting youth. <u>You define and reinforce the expectations.</u></p> <p>Our camp will not tolerate bullying or hazing. As camp staff, we need to reinforce the Scout Oath and Scout Law and encourage camper reporting. It is the role of each of us to watch out for others and it's OK to report all abuse and safety concerns to camp management.</p>
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1 minute	CONCLUSION
	FACILITATOR
 <p>Preventing Youth on Youth Abuse</p> <p>Barriers to Abuse Together, these strategies help prevent youth-on-youth abuse</p> <p>BOY SCOUTS OF AMERICA</p> <p>Prepared For Life™</p>	<p>Say: Preventing youth-on-youth abuse is the responsibility of everyone in Scouting. Scouting's Barriers to Abuse are key strategies to our prevention. Understanding how Scouting's Barriers to Abuse are implementing a camp setting will ensure that each of us is more prepared to prevent this abuse.</p>


RECOGNIZING YOUTH-ON-YOUTH ABUSE AND PROBLEMATIC BEHAVIOR

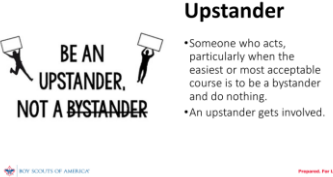
SESSION TIMELINE: 20 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Understand terms and activities that represent youth-on-youth abuse or problematic behavior.
- Recognize the ways that youth may engage in inappropriate behavior in a camp setting.

1 minutes	INTRODUCTION
FACILITATOR	
	<p>Say: We have discussed some of the prevention strategies that we as camp staff can use to prevent youth-on-youth abuse and problematic behavior. During this session of the training, we will now dig deeper into some of the types of abuse that can occur and how each of us can recognize what that abuse may look like.</p> <p>As a reminder, each of us must be situationally aware! This means adopting an attitude that recognizes that if it does not seem or sound right, the situation mandates further investigation (awareness).</p>

3 minutes	EMPHASIZING UPSTANDER BEHAVIORS
FACILITATOR	
	<p>Say: Remember as we begin discussing how we all can recognize youth on youth abuse that all of us can be upstanders!</p> <p>Ask: What is an upstander? (Seek response but aim for the following):</p> <ul style="list-style-type: none"> • An upstander is someone who acts, particularly when the easiest or most acceptable course is to be a bystander and do nothing. • An upstander gets involved. <p>Say: Throughout camp, we must emphasize the ideal that each youth can and should be an upstander. An upstander in Scouting always applies the Barriers to</p>

<p>Scouting Barrier to Abuse: Upstander</p> <p>What are some ways you can encourage upstander behavior at camp with your youth?</p> <ul style="list-style-type: none"> • Model upstander behavior as camp staff members. • Point out and recognize upstander behavior when it occurs. <p><small>© 2019 SCOUTS OF AMERICA Prepared For Use!</small></p> <p>NOTE: Slide has animation for answers to appear on click</p>	<p>Abuse and the Scout Oath and Scout Law, and does not allow another to be bullied, harassed, or abused.</p> <p>Ask: What are some ways each of us can encourage upstander behavior? (Seek response but aim for the following):</p> <ul style="list-style-type: none"> • Model upstander behavior as camp staff members. • Point out and recognize upstander behavior when it occurs.
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<p>2 minutes</p>	<p>RECOGNIZING INAPPROPRIATE SEXUAL ACTIVITY</p>
<p>Recognize</p> <p>Some things you should be familiar with to be more situationally aware</p> <ul style="list-style-type: none"> • “Games” • Youth slang • Texting • Hashtags • Apps and online messaging • Public displays of affection • Inappropriate buddy groups <p><small>© 2019 SCOUTS OF AMERICA Prepared For Use!</small></p>	<p>FACILITATOR</p> <p>Say: There may be games, pranks, initiations, or activities that are inappropriate that you might witness at camp.</p> <ul style="list-style-type: none"> • Games - For example, if you hear a Scout talking about the “snipe hunt” their troop is going to hold that night for their new members, you must report this immediately. • Youth Slang / Texting/ Hashtags– For example, if someone says, “slide into your DM”, we know that could reference someone reaching out for inappropriate sexual activity. • Online messaging – Even in online forums (like what’s app, yik yak, messenger), there is no one-on-one contact. • PDA – remember there are no public displays of affection at camp. There is no sexual activity at camp or in Scouting. • Inappropriate buddy groups – buddy groups that don’t follow the Scouting Barrier to Abuse “Buddy System”. <p>Remember each of us must be situationally aware and pay attention to the Scouts’ behaviors.</p> <p>If you are unsure what other behaviors these could be, we can chat about these. If you become aware of a game or other inappropriate behavior, your job as a camp staff member is to immediately report this to your camp leadership.</p>


<p>2 minutes</p>	<p>MEDICATION ABUSE BY YOUTH</p>
<p>Medication Abuse</p> <p>How might medication lead to youth-on-youth abuse?</p> <ul style="list-style-type: none"> • Misusing prescription medicines. • Taking a medicine that was prescribed for someone else • Taking a larger dose than prescribed • Using the medicine in a different way than it is intended. For example, instead of swallowing tablets, one is crushing and then snorting or injecting them. • Using the medicine for another purpose, such as getting high. • Misusing over the counter medicines, such as cold medicine. <p><small>© 2019 SCOUTS OF AMERICA Prepared For Use!</small></p>	<p>FACILITATOR</p> <p>Say: One area to be aware of is that more and more youth are taking medication for behavioral and cognitive issues.</p> <p>Say: How might medication lead to youth-on-youth abuse?</p> <ul style="list-style-type: none"> • Misusing prescription medicines. • Taking a medicine that was prescribed for someone else • Taking a larger dose than prescribed


	<ul style="list-style-type: none"> Using the medicine in a different way than it is intended. For example, instead of swallowing tablets, one is crushing and then snorting or injecting them. Using the medicine for another purpose, such as getting high. Misusing over the counter medicines, such as cold medicine. <p>Camp staff should be aware of the abuse that occurs with both prescription and non-prescription medication. This is why at camp we follow NCAP standards HS-506, HS-507 and HS-508.</p>
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3 minutes	TRADITION VERSUS BSA PROGRAM
	FACILITATOR
<p>Camp Traditions vs BSA Program</p> <p>What are some examples of traditions that can be abuse, harassment, bullying, hazing, etc.?</p> <ul style="list-style-type: none"> Initiations and humiliating acts such as paddling a Scout Forcing Scouts to sing or complete a task to retrieve lost items Taunting due to physical limitations Youth who are new to Scouting and younger youth being victimized by older youth seeking retaliation for when they were abused, hazed, or initiated. Activities or patrol / camp staff events where no adults are present Cultural appropriation <p><small>BOY SCOUTS OF AMERICA Prepared For Use</small></p> <p>NOTE: Slide has animation for answers to appear on click</p>	<p>Say: Another place in Scouting that has been a cause for concern in the past is in initiation or camp or unit traditions that don't meet the standards of the BSA. Traditions that are not authorized or are prohibited in BSA programs may, in fact, be abuse, harassment, bullying, hazing, initiations, or violations of the Scout Oath, Scout Law, and in some cases state law.</p> <p>Ask: What are some examples of traditions that can be abuse, harassment, bullying, hazing, etc.? <i>(Seek response but aim for the following):</i></p> <ul style="list-style-type: none"> Initiations and humiliating acts such as paddling a Scout Forcing a Scout to sing or complete some other task to retrieve lost items Taunting due to physical limitations such as failure to run or the inability to do push-ups Youth who are new-to-Scouting and younger youth being victimized by older youth seeking retaliation for when they were abused, hazed, or initiated. (Passing on the tradition or the "we had to do this so you will too" mentality) Activities or patrol / camp staff events where no adults are present (reminder there are no youth-only activities in Scouting, appropriate adult leadership must always be present). Cultural appropriation <p>Say: We cannot turn a blind eye to this type of behavior, even if some might say "we have always done it this way, it's our camp tradition". This type of behavior is more likely to occur in the evening and nighttime hours, and especially when adult supervision is not present. If there are things that have been done in the past that are not allowed, let's take the opportunity to build new appropriate traditions for our camp.</p>

3 minutes	RECOGNIZING BULLYING BEHAVIOR
FACILITATOR	
<p>Bullying Behavior</p> <p>What are some examples of bullying behavior you might see at camp?</p> <ul style="list-style-type: none"> • Group/gang bullying (roving bully groups) of youth away from their home unit • Pushing youth out of meal lines • Pinning down, threatening, touching youth in restroom or shower facilities • Making fun of/targeting youth with disabilities and other perceived differences • Pantsing <p><small>© BOY SCOUTS OF AMERICA Presented For Use!</small></p> <p>NOTE: Slide has animation for answers to appear on click</p> <hr/> <p>Bullying Behavior</p> <p>What are some examples of bullying behavior you might see at camp?</p> <ul style="list-style-type: none"> • Pulling back/down shower curtains • Ridicule or group verbal abuse, including serious or excessive teasing • Name calling <ul style="list-style-type: none"> • Insulting nicknames • Derogatory statement about youth identities <p><small>© BOY SCOUTS OF AMERICA Presented For Use!</small></p> <p>NOTE: Slide has animation for answers to appear on click</p>	<p>Say: One of the more common types of abuse and problematic behavior is bullying. It can also happen at our camp. Our ability to recognize these acts will be key to proper response.</p> <p>Ask: What are some additional examples of bullying behavior you might see at camp? (Seek response but aim for the following):</p> <ul style="list-style-type: none"> • Group/gang bullying (roving bully groups) of youth away from their home unit (these groups tend to travel together and have a leader who the others in the group want to be around or try to impress through different and sometimes increasingly harmful acts) • Pushing youth out of meal lines • Pinning down, threatening, touching youth in restroom or shower facilities • Pantsing • Pulling back/down shower curtains • Ridicule or group verbal abuse, including serious or excessive teasing (i.e., merit badge or group activities) • Name calling • Insulting nicknames • Derogatory statement about social status, religion, national origin, race, color, ancestry, sexual orientation, disability, personal appearance, intelligence, habits, hobbies, school performance, physical size, ability, appearance, and similar personal subjects or any other identity of the youth <p>We should acknowledge that this behavior thrives in the large environment and anonymity of a camp setting so we must be on the lookout for this type of behavior and report it to camp management.</p>

2 minutes	HARASSMENT OF STAFF AND PARTICIPANTS
FACILITATOR	
<p>Recognize Harassment Behavior</p> <p>Unwanted Behaviors</p> <ul style="list-style-type: none"> • Unwanted advances and harassment of staff (in person or online) • Unwanted sexual advances or suggestive advances (in person or online) • Verbal Harassment (in person or online) • Unwanted touching <p><small>© BOY SCOUTS OF AMERICA Presented For Use!</small></p>	<p>Say: You may have learned during “Workplace Harassment Prevention” training or similar style training several types of harassment behaviors.</p> <p>As a reminder, these unwanted behaviors could include:</p> <ul style="list-style-type: none"> • Unwanted advances and harassment of staff (in person or online) • Unwanted sexual or suggestive advances (in person or online) • Verbal harassment (in person or online) • Unwanted touching

<p>Recognize Harassment Behavior</p> <p>How do these manifest at camp?</p> <ul style="list-style-type: none"> • Jokes, smirks, photo taking, pointing, gawking or eyeing • Voyeuristic activities in private areas • Leering or staring • "Ranking" members of any gender • Comments • Harassing transgender Scouts 	<p>This could manifest in the following ways that you should be able to immediately recognize:</p> <ul style="list-style-type: none"> • Jokes, smirks, photo taking, pointing, gawking or eyeing • Voyeuristic activities in private areas • Leaders and youth "leering" or staring at others in pools, lakefront, climbing wall areas • "Ranking" members of any gender • Comments such as "Females don't belong at camp" and "Females are inferior counselors" • Harassing transgender Scouts <p>It is critical that we understand how to recognize these behaviors so we can prevent them from occurring. We must be on the lookout for this type of behavior and report it to camp management.</p>
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3 minutes	KNIFE SAFETY
FACILITATOR	
<p>Knife Safety</p> 	<p>Say: A sharp pocketknife with a can opener on it is an invaluable backcountry tool. While the Scouting program teaches Scouts how to safely use a knife as a tool, it is important that we also remind our Scouts that a knife is not a weapon. Knives cannot be used for attention, to protect themselves, or to threaten or harm others.</p> <p>In recent years there has been an increase in knife incidents at schools. Scouts can model appropriate behavior with knives by remembering the principles they learned while earning their Totin' Chip. The 4th point of the Totin' Chip instructs "Respect all safety rules to protect others."</p> <p>Remind Scouts if they see someone using a knife unsafely or threatening someone, they must report it to their Scout leader. If we as camp staff see this behavior it must be reported to camp management as well as the unit leadership.</p>

1 minutes	CONCLUSION
FACILITATOR	
<p>LEARN</p> <p>How to Recognize Signs & Symptoms of Abuse</p> 	<p>Say: Recognizing behaviors that lead to or are youth-on-youth abuse is critical as a camp staff member. Being aware of the interactions between our youth staff and our youth campers is key to preventing youth-on-youth abuse and problematic behavior.</p>


RESPONDING TO YOUTH-ON-YOUTH ABUSE

SESSION TIMELINE: 17 MINUTES

SESSION OBJECTIVES

At the end of this session, you will be able to:

- Demonstrate how to respond to a potential youth-on-youth abuse situation.
- Understand the resources that are available to you in responding to youth-on-youth abuse

1 minute	INTRODUCTION
	FACILITATOR
	<p>Say: Camp staff members may be called upon to respond to a youth-on-youth abuse situation. This section will provide us a chance to review several potential youth-on-youth abuse scenarios. We will discuss how we could respond to these potential abuse incidents.</p>

15 minutes	YOUTH-ON-YOUTH ABUSE SCENARIOS
	FACILITATOR
	<p>Do: REVIEW TWO OR MORE OF THE FOLLOWING SCENARIOS. YOU CAN REVIEW MORE IF INSTRUCTIONAL TIME ALLOWS: It is important to know that the discussion points listed below each scenario are not meant to be a checklist for the scenario, but to help prompt the discussion. The facilitator should stress that when scenarios like these happen within camp there may be more than one way to solve them or deal with them.</p> <p>As each is discussed make sure to discuss which BSA barrier to abuse or prevention mitigation strategy was missing that could have led to this scenario happening.</p>

Scenario 1

A 17-year-old staff member is texting with a 15-year-old staff member over the course of a week.

The 15-year-old becomes uncomfortable when the 17-year-old begins texting suggestive emojis to the 15-year-old.

How do you respond?

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Prohibit: Per LSA

Say: SCENARIO 1: You become aware that a 17-year-old staff member is texting with a 15-year-old staff member over the course of a week. The 15-year-old becomes uncomfortable when the 17-year-old begins texting suggestive emojis to the 15-year-old. How do you respond? (Discuss how to respond to this scenario)

Discussion should include:

- **ASK:** What barrier to abuse was not being followed: (Digital privacy: youth contacting one another without adult supervision, sexting, inappropriate use of technology)
- Report the behavior to your camp leadership (we will discuss more on this shortly)
- Others:

Say: Additional consideration: Two days after the first text the 17-year-old had a birthday and is now 18. The emojis came on day 4.

Discussion should include:

- **ASK:** What Barrier to Abuse was not being followed? (No one on one contact with youth. BSA adult supervision)
- The perpetrator is now an adult and this relationship is not appropriate
- Reporting (this will be discussed further in the next section of this course)
- What if this communication occurs after the camp season? Is that ok?
- Others:

Scenario 2

An 8-year-old camper comes to your program area with his buddy looking for the "left-handed smoke shifter" that the 14-year-old den chief from his unit had sent them to find.

The next item on the list is "50 feet of shoreline". They were told that "everyone in this unit has to find these things or they do not eat tonight".

What do you do?

BSA - SCOUTS OF AMERICA

Prohibit: Per LSA

SCENARIO 2: An 8-year-old camper comes to your program area with his buddy looking for the "left-handed smoke shifter" that the 14-year-old den chief from his unit had sent them to find. The next item on the list is "50 feet of shoreline". They were told that "everyone in this unit has to find these things or they do not eat tonight". What do you do?

Discussion should include:

- Ask: What Barrier to Abuse is not being followed? (Program Requirements – no hazing or initiation)
- Comfort the Scout and ensure them that they do not need to find these things to eat tonight.
- Report to the camp leadership
- Potentially take the Scout to the unit and have a conversation with the unit leadership about this behavior.
- Conversation with adult leadership from the unit (may or may not involve the staff member in this conversation)
- Contacting the parents of the target – (Camp leadership or Unit leadership responsibility)
- Others?

Scenario 3

You walk into a program area where a group of 16-year-old campers are talking with some 13-year-olds of the opposite gender.

You hear them invite the 13-year-olds to a party they are having at the campsite tonight after dinner.

What do you do?

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Say: SCENARIO 3: You walk into a program area where a group of 16-year-old campers are talking with some 13-year-olds of the opposite gender and you hear them invite the 13-year-olds to a party they are having at the campsite tonight after dinner. What do you do?

Discussion should include:

- Ask: What Barrier to Abuse is not being followed? (maybe none. Potentially proper adult supervision)
- Stop the conversation if needed
- Contacting adult leaders for the units
- Ask questions about the party to determine if it is not appropriate
- Upstander concept for youth if they do not feel comfortable to say something
- Others?

SCENARIO 4: You are talking to a group of camp staff. One of the camp staff relates a story they heard last week at camp. They relate that during the last week's camp session, they saw two camp staff making out in the staff area. What should you do?

Discussion should include:

- Ask: What Barrier to Abuse is not being followed? (No sexual activity in Scouting, potentially the buddy system, active supervision)
- Refer to the Camp Staff Manual
- Remind they need to notify camp leadership – be an upstander! Upstander concept for youth if they do not feel comfortable to say something
- Others?

Scenario 4

You are the 18-year-old Handicraft area director and have been assigned one camp staff member who is 16-year-old to work in your program area.

During the breaks between merit badge class sessions, it is just you and your 16-year-old staffer. Is this a problem?

What should you do?

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Scenario 5

You walk into your program area and there are a group of Scouts all huddled together looking at someone's phone.

The youth are giggling and saying, "show me, show me." These youth are a mixed group of genders and ages.

Something doesn't feel right to you and as you get closer the youth quickly put away the phone and take a seat.

What do you do?

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SCENARIO 5: You walk into your program area and there are a group of Scouts all huddled together looking at someone's phone. The youth are giggling and saying, "show me, show me." These youth are a mixed group of genders and ages. Something doesn't feel right to you and as you get closer the youth quickly put away the phone and take a seat. What do you do?

Discussion

- Ask: What Barrier to Abuse is not being followed? (maybe none. Potentially digital privacy or inappropriate use of devices)
- Stop the conversation if needed
- Ask questions about what they are looking at to determine if it is not appropriate
- Upstander concept for youth if they do not feel comfortable to say something

<p>Scenario 6</p> <p>You are the troop guide for a NYLT patrol. You visit your troop's patrol site and notice that the same Scout has been doing the dishes at every meal.</p> <p>This is the youngest Scout in the patrol. The patrol duty roster was filled out and didn't indicate that this Scout was assigned to this task each time.</p> <p>What should you do?</p>	<p>Say: SCENARIO 6: You are the troop guide for a NYLT patrol. You visit your troop's patrol site and notice that the same Scout has been doing the dishes at every meal. This is the youngest Scout in the patrol. The patrol duty roster was filled out and didn't indicate that this Scout was assigned to this task each time. What should you do?</p> <p>Discussion</p> <ul style="list-style-type: none"> • Ask: What Barrier to Abuse is not being followed? (Maybe adult supervision, the buddy system, no bullying/hazing) • Be mindful of how and when bullying may occur. • Proactively work with patrol leadership to help integrate every Scout into the group. • Utilize the stop bullying resources available on Scouting.org. (Reminder you can also display the "Stop It" bullying posters available for free from National Supply.)
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<p>1 minute</p>	<p>CONCLUSION</p>
	<p>FACILITATOR</p> <p>Say: As you can see there is not a one size fits all approach to these situations. In addition many of these scenarios may be mitigated through everyone having a clear understanding of the BSA barriers to abuse and how they apply at camp. As camp staff, we must be prepared to recognize and respond to these situations. Our main role as camp staff is to engage the camp leadership in this process. For those of us who are adults we have an additional responsibility as mandatory reporters to report abuse to the appropriate authorities.</p> <p>It's also important to remember that each state has its own set of rules and regulations on reporting. (Explain additional reporting requirements in your state)</p> <p>Reviewing scenarios and role playing how you might react while managing a youth-on-youth abuse incident can help you "be prepared" when an incident occurs.</p>


REPORTING YOUTH-ON-YOUTH ABUSE

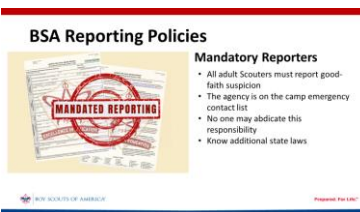
SESSION TIMELINE: 7 MINUTES


SESSION OBJECTIVES

At the end of this session, you will be able to:

- Understand the steps that must be taken to report youth-on-youth abuse.
- Outline the NCAP standards that require timely incident reporting for youth-on-youth abuse.

1 minute	INTRODUCTION
	<p style="text-align: center;">FACILITATOR</p> <p>Say: Everyone must report youth-on-youth abuse or problematic behavior. This must be reported to either our camp director, camp program director or our camp ranger. It is not enough to just recognize these incidents; we have an obligation as camp staff to report as well.</p>

2 minutes	MANDATED REPORTER STATUS
	<p style="text-align: center;">FACILITATOR</p> <p>Say: Reminder the BSA has mandated that <u>all adult Scouters</u> are required to report abuse (see Scouting’s Barriers to Abuse).</p> <p>All persons involved in Scouting must report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, or exposed to any form of sexual exploitation, including the possession, manufacture, or distribution of child sexual abuse materials, online solicitation, enticement, or showing of obscene material.</p> <p>Know the agency to contact and their phone number. This number is on our camp emergency contact list.</p>

1 minute	CONCLUSION
FACILITATOR	
 <p>The graphic features the Scout logo and the slogan "Scouting is Safer than Ever Before". Below this, it lists three key points: "EFFECTIVE BARRIERS TO ABUSE", "MILLIONS OF PARENTS TRUST THE BSA TO PROVIDE MEANINGFUL PROGRAMMING IN A SAFE ENVIRONMENT", and "RECOGNIZE RESPOND REPORT 1-844-SCOUTS1". At the bottom, it says "BSA SCOUTS OF AMERICA" and "Prepared For Life!"</p>	<p>Say: All of us should ask questions or investigate suspicious behavior or circumstances, as well as curious sights and sounds. By reinforcing and enforcing Youth Protection guidelines, all of us help keep Scouts safe.</p> <p>The BSA requires that abuse and youth protection violations be properly reported, managed, and documented. Remember that Scout safety and youth protection are everyone’s business.</p> <p>By understanding the steps of Prevent, Recognize, Respond, and Report we will have a plan to work together to make Scouting safe for all youth and help to prevent incidents of abuse in the future.</p>

Appendix

Additional Resources:

[NCAP Webpage](#)

[Youth Protection Webpage](#)

[Youth Protection Training](#) 

[Guide to Safe Scouting](#)

[Scouter Code of Conduct](#) 

[State-by-state mandatory reporting information](#) 