

Last Frontier Council



BOY SCOUTS OF AMERICA

Last Frontier Council Youth Protection Protocols

Introduction

Family Scouting is a positive experience for both youth and adults. In Cub Scouts, Scouts BSA, Venturing, Exploring and Sea Scouting, boys and girls will be participating in various unit-level camping activities. Youth members of both genders will now be camping in proximity to each other. Adults of both genders will be participating in these camping activities. These guidelines are intended to supplement the BSA national youth protection requirements, to the end that the potential for youth protection incidents in Last Frontier Council activities is minimized.

Although the development of these protocols was prompted by the inclusion of girls in Cub Scouting and Scouts BSA, these protocols are applicable at all LFC events, regardless of whether youth members of both genders are participating. As will be apparent from reading of these protocols, the LFC's requirements and best practices will vary in some situations, depending on whether the event in question is single-gender or mixed gender.

There are separate protocols for the various types of Scouting activities. This is because the challenges of keeping Scouting safe do differ among the various types of Scouting programs, which range from unit-level activities to district and council-level activities, to training events. For that reason, even though there are many similarities among these youth protection protocols, there are variations relating to such matters as cell phone use, tenting arrangements and campsite use.

I. LFC Youth Protection Protocol – Unit Camping

A. Overall concept

These guidelines presuppose (i) that each unit-level camping activity will include enough registered adult leaders age twenty-one or older to effectively implement BSA and Last Frontier Council Youth Protection requirements and (ii) that all adults present at the activity for 72 total hours or more will be registered as adult leaders. (The 72

hours need not be consecutive.) Although BSA national standards do, in limited circumstances, permit unregistered adults to participate in unit outings (see above with respect to the 72-hour rule), it is the expectation of the Last Frontier Council that, absent truly exceptional circumstances, all adults participating in a unit camping activity will be registered BSA members (which, by definition, requires current Youth Protection training). This is a “best practice,” rather than a hard and fast requirement, but this best practice should be adhered to in all but truly exceptional circumstances.

B. Camping Arrangements

1. If youth members of both genders will be participating in the camping activity (whether as one unit, via linked units or otherwise), the unit’s adult leadership participating in the activity must include at least one registered adult of each gender who is current on Youth Protection training.
2. If a unit will have youth members of both genders participating in the camping activity (whether as one unit, via linked units or otherwise), then, at the outset of the camping activity (either before departure or soon after arrival in camp), two registered adult leaders, one male and one female (both of whom must be age 21 or older), will be designated as the “go to” persons for any youth member who, for any reason, has been made to feel uncomfortable by the words or actions of anyone else in camp. The male and female leaders so designated will be identified to the youth members as the individuals who are available to any participant, at any time of the day or night, in the event that any youth member has been made to feel uncomfortable by the words or actions of anyone else in camp.
3. In all mixed gender camping activities (whether within same unit, via linked units or otherwise), one adult Youth Protection Champion will be assigned the specific, continuing responsibility to:
 - a. Implement tenting and other campsite arrangements so as to minimize the potential for youth protection incidents (youth/youth or adult/youth).
 - b. Watch for any indications of actual or potentially abusive conduct, and (i) promptly report any such issue to the adult unit leader (in addition to any other reporting requirements that may be applicable under BSA Youth Protection standards), and (ii) intervene as necessary to minimize the potential for a youth protection incident.
 - c. Insure that separate shower and latrine facilities are provided for male and female adults as well as male and female youth. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female “Occupied” sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.
4. If any youth member occupies a tent alone overnight in a campsite in which there are campers of both genders (whether within same unit, via linked units or

otherwise), then, beginning at the time designated for lights out and continuing until reveille, a registered adult leader will camp close enough to that campsite to be within easy earshot and a short walking distance from the tents in the campsite. The adult leader's tent need not be in the campsite as long as it is close enough to be within easy earshot and a short walking distance from the tents in the campsite. Youth members camping in the campsite will be informed of the presence and availability of that adult leader. It is the responsibility of the adult unit leader, or his or her designee, to ascertain whether any youth members will be tenting alone in a mixed-gender campsite. (A campsite will not be considered to be a "mixed-gender" campsite if the sleeping areas of male and female youth are far enough apart that, in the judgment of the adult unit leader, the likelihood of attempted inappropriate contact is clearly minimal, considering such factors as distance, physical barriers, visibility, and proximity of an adult sleeping area.) *In mixed-gender camping situations, the adult unit leader should give consideration to using this protocol in circumstances that indicate that it would be advisable to do so, even if there are no youth members tenting alone.*

5. All adult leaders participating in a camping activity should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.

6. Regardless of whether a unit camping activity itself involves mixed-gender camping, the adult unit leader must take reasonable action to inform himself or herself about any other camping (mixed gender or not, and whether or not Scouting-related) in the vicinity of the unit's campsite. Depending on the nature and proximity of any such activity, the unit leader must take any action necessary (including placement of adult leader tents or campsites) to facilitate the protection of the youth in the unit and to reduce the likelihood of youth protection incidents.

7. If a camper is found to be misusing cell phone capabilities, such as photography, the device may, in the discretion of the adult leader in charge, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

8. Sleeping accommodations

a. Separate tenting arrangements for adult males and females and youth males and females are required.

b. Youth sharing tents must not be more than two years apart in age.

c. In Cub Scouting, parents and guardians may share a tent with their family members. In all other programs, youth and adults must tent separately.

d. Spouses may share tents.

9. Good leaders set the example and hold other leaders accountable for doing the same.

II. LFC Youth Protection Protocol – Cub Scout Long-Term Camping (more than 72 hours)

A. Basic camp protocols

1. All adults planning to participate in the camping activity for more than 72 hours (the 72 hours need not be consecutive) are required to (a) be registered adult leaders, (b) be 21 years or older, and (c) have proof of current Youth Protection at check-in, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records.
2. If youth members of both genders are participating in the long-term camping activity, there must be at least one adult leader of each gender. There should be two (or more) adult leaders of each gender if at all possible. Otherwise stated, in mixed-gender camping activities, at least one adult leader of each gender must be present in camp at all times during the camping activity. In the event that there is only one male adult leader, or only one female adult leader, and that one leader should become unavailable to continue participating in the mixed-gender camping activity as an adult leader, the outing must be terminated.
3. Unit leaders must attend a mandatory orientation meeting to review guidelines, expectations, and consequences regarding any form of abuse or inappropriate behavior. The orientation meeting will also include guidelines for campsite setup, shower/bathroom and pool etiquette, and a review of reporting protocols for any problems. A zero-tolerance policy for any infractions will be communicated and enforced, just as with other potential problems such as drugs or alcohol.
4. All adult leaders should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.
5. For protection against inappropriate use, youth campers are encouraged to leave cell phones at home. Cell phones are not permitted in program areas. Adults are encouraged to use their cell phones as seldom as possible so as not to distract from the camping experience.
6. If a camper is found to be misusing cell phone capabilities, such as photography, the device may, in the discretion of the director of the event, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.
7. If youth members of both genders will be participating in camp, then registered adult leaders of both genders must be available (in camp and ready to go to the health lodge on short notice) to staff the health lodge. Regardless of the gender of any youth member needing the services of the health lodge, at least two registered adults must be present in the health lodge when a youth

member is in the health lodge. Adult leaders – including those responsible for staffing the health lodge – should be alert to situations in which the nature of the health-related need of a youth member is such that it is advisable for an adult of the same gender to be present in the health lodge when the youth member is in the health lodge. It is expected that, in those situations, an adult member of the appropriate gender will be available on short notice to staff the health lodge.

8. Campers and their parents may be asked to sign a photography waiver allowing camp staff and the Last Frontier Council to use photographs of the campers for advertising and camp promotion through social media.

B. Camping/sleeping arrangements

1. All tents in unit campsites must house single-gender youth or adults, unless (a) adults are married, (b) campers are siblings of the same gender, or (c) campers tent with a parent. Tent areas in campsites must have adequate separation of genders to satisfy youth protection guidelines. Youth sharing tents must not be more than two years apart in age, unless they are siblings of the same gender. Youth campers over 18 years old can only tent with other youth campers of the same gender, over 18 years old.

2. Council camps enforce the buddy system for all campers, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of campers will under no circumstances be less in number than four (two males/two females).

3. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All campers and adult leaders should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (a) a male/female “Occupied” sign, or (b) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

4. Remember: The buddy system must be used – and adults must be constantly vigilant to ensure that it is used – in all areas and at all times, day or night.

C. Camp Staff

1. Basic staff protocols

a. In anticipation of an increasing number of female campers and leaders, Last Frontier Council requires that the adult and youth camp staff have representation of both genders, with a minimum of two per gender.

b. All adult staff and youth staff must be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records. All youth and adult staff, regardless of age,

must attend the “Understanding and Preventing Youth-on-Youth Abuse” training presented at a staff development meeting, or on another designated date, conducted by a Council-appointed trainer. Attendance at this training will be documented by the camp director. A review of this training may also be appropriate just prior to the start of each camp session if new staff is added. In the event that an online youth-appropriate training becomes available, then the staff may use that resource also. But a face-to-face review during staff development is still strongly recommended for consistency of message and emphasis.

c. All staff, youth and adults, must attend the Professional Conduct training during a planned staff development or on another designated date. The training will be presented by a Council-appointed trainer. Attendance at this training will be documented by the camp director.

d. All staff, both youth and adult, will abide by a zero-tolerance policy. Any infractions should be communicated and enforced, just as with other potential problems such as drugs or alcohol. Adult staff, youth staff, and parents of youth staff will be required to sign a staff contract accepting the zero-tolerance policy, and the consequences of failure to comply, prior to camp start.

e. Staff should normally leave cell phones in their housing area. Cell phones are permitted in program areas only with the permission of the Camp Director, and only for purposes approved by the Camp Director. If a staff member is permitted by the Camp Director to have a cell phone in a program area, it should be kept out of sight except when in use for a purpose approved by the Camp Director. Other than in truly exceptional circumstances, cell phones should be used by staff only when no campers/leaders are present, and cell phone usage must not distract from staff responsibilities. If a staff member is found to be using a cell phone in a program area inappropriately or without the approval of the Camp Director, the device may, in the discretion of the Camp Director, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

f. If youth members of both genders will be participating in camp, then registered adult leaders of both genders must be available (in camp and ready to go to the health lodge on short notice) to staff the health lodge. Regardless of the gender of any youth member needing the services of the health lodge, at least two registered adults must be present in the health lodge when a youth member is in the health lodge. Adult leaders – including those responsible for staffing the health lodge – should be alert to situations in which the nature of the health-related need of a youth member is such that it is advisable for an adult of the same gender to be present in the health lodge when the youth member is in the health lodge. It is expected that, in those

situations, an adult member of the appropriate gender will be available on short notice to staff the health lodge.

g. Staff and youth staff parents may be asked to sign a photography waiver allowing camp staff and Last Frontier Council to use photographs of the staff for advertising and camp promotion through social media.

2. Camping/sleeping arrangements

a. Staff housing areas, both youth and adult, must have adequate separation of genders and age groups (under 18, 18-21, over 21) to satisfy youth protection guidelines. This includes bunkhouses, cabins, tents, and any other staff housing. Staff housing may be single or multiple occupancy.

b. Council camps enforce the buddy system for all youth staff, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of youth staff will consist of at least four staff members (two males/two females) when reasonably possible.

c. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All staff, both youth and adult, should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female "Occupied" sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied. The buddy system must be used – and adults must be constantly vigilant to ensure that it is used – in all areas and at all times, day or night.

III. LFC Youth Protection Protocol – Long-Term Camping (more than 72 hours) – Scouts BSA, Exploring, Venturing and Sea Scouts

A. Basic camp protocols

1. All adults planning to participate in the camping activity for more than 72 hours (the 72 hours need not be consecutive) are required to (a) be registered adult leaders, (b) be 21 years or older, and (c) be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records.

2. If youth members of both genders are participating in the long-term camping activity (via linked units or otherwise), there must be at least one adult leader of each gender. There should be two (or more) adult leaders of each gender if at all possible. Otherwise stated, in mixed-gender camping activities, at least one adult leader of each gender must be present in camp at all times during the camping activity. In the event that there is only one male adult leader, or only

one female adult leader, and that one leader should become unavailable to continue participating in the mixed-gender camping activity as an adult leader, the outing must be terminated.

3. Unit leaders must attend a mandatory orientation meeting to review guidelines, expectations, and consequences regarding any form of abuse or inappropriate behavior. The orientation meeting will also include guidelines for campsite setup, shower/bathroom and waterfront etiquette, and a review of reporting protocols for any problems. A zero-tolerance policy for any infractions will be communicated and enforced, just as with other potential problems such as drugs or alcohol.

4. All adult leaders should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.

5. For protection against inappropriate use, youth campers are encouraged to leave cell phones at home. Cell phones are not permitted in program areas. Adults are encouraged to use their cell phones as seldom as possible so as not to distract from the camping experience.

6. If a camper is found to be misusing cell phone capabilities, such as photography, the device may, in the discretion of the director of the event, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

7. Campers and their parents may be asked to sign a photography waiver allowing camp staff and the Last Frontier Council to use photographs of the campers for advertising and camp promotion through social media.

B. Camping/sleeping arrangements

1. All tents in unit campsites must house single gender youth or adults, unless the adults are married. Tent areas in campsites must have adequate separation of genders to satisfy youth protection guidelines. Youth sharing tents must not be more than two years apart in age unless they are siblings of the same gender. Youth campers over 18 years old (e.g., Venturers, Explorers or Sea Scouts) may only tent with other youth campers of the same gender, over 18 years old.

2. Council camps enforce the buddy system for all campers, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of youth staff will consist of at least four staff members (two males/two females) when reasonably possible. (In situations in which this is not feasible, an adult leader or staff member of the appropriate gender may find it necessary to serve as an escort.)

3. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All campers and adult leaders should enter

and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female "Occupied" sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

C. Camp Staff (youth and adult)

1. In anticipation of an increasing number of female campers and leaders, Last Frontier Council requires that the adult and youth camp staff include both genders, with a minimum of two of each gender. (*Within* the camp staff, assignments should be made on the basis of qualifications, not gender.)
2. All adult staff and youth staff must be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records. All youth and adult staff, regardless of age, must attend the "Understanding and Preventing Youth-on-Youth Abuse" training presented at a staff development meeting, or on another designated date, conducted by a Council-appointed trainer. Attendance at this training will be documented by the camp director. A review of this training may also be appropriate just prior to start of each camp session if new staff is added. In the event that an online youth-appropriate training becomes available, then the staff may use that resource also. But a face-to-face review during staff development is still strongly recommended for consistency of message and emphasis.
3. All staff, both youth and adult, should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.
4. All staff, youth and adults, must attend the Professional Conduct training during a planned staff development or on another designated date. The training will be presented by a Council-appointed trainer. Attendance at this training will be documented by the camp director.
5. All staff, youth and adult, will abide by a zero-tolerance policy. Any infractions should be communicated and enforced, just as with other potential problems such as drugs or alcohol. Adult staff, youth staff, and parents of youth staff will be required to sign a staff contract accepting the zero-tolerance policy, and the consequences of failure to comply, prior to camp start.
6. Staff should normally leave cell phones in their housing area. Cell phones are permitted in program areas only with the permission of the Camp Director, and only for purposes approved by the Camp Director. If a staff member is permitted by the Camp Director to have a cell phone in a program area, it should be kept out of sight except when in use for a purpose approved by the Camp Director. Other than in truly exceptional circumstances, cell phones should be used by staff only when no campers/leaders are present, and cell phone usage must not

distract from staff responsibilities. If a staff member is found to be using a cell phone in a program area inappropriately or without the approval of the Camp Director, the device may, in the discretion of the Camp Director, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

7. Staff and youth staff parents may be asked to sign a photography waiver allowing camp staff and Last Frontier Council to use photographs of the staff for advertising and camp promotion through social media.

D. Camping/sleeping arrangements

1. Staff housing areas, both youth and adult, must have adequate separation of genders and age groups (under 18, 18-21, over 21) to satisfy BSA youth protection requirements. This includes bunkhouses, cabins, tents, and any other staff housing. Staff housing may be single or multiple occupancy.

2. Council camps enforce the buddy system for all youth staff, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of youth staff will consist of at least four staff members (two males/two females) when reasonably possible.

3. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All staff, both youth and adult, should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female "Occupied" sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

IV. LFC Youth Protection Protocol – Youth Participants in NYLT and Other Council Youth Training

"In all NYLT courses ... *culture* is key to success." Throughout the course, participants should observe the staff following the same guidelines, expectations, and consequences that are asked of them. All staff and participants are expected to model the highest standards of behavior, particularly that of servant leadership.

In this protocol, material in quotation marks is quoted directly from the 2019 NYLT syllabus.

A. Basic course protocols for participants

1. Before the course starts, parents and Scouts BSA/Venture/Sea Scout/Exploring participants will be required to sign a course contract accepting

the zero-tolerance policy, and the consequences of failure to comply. Any infractions must be communicated and enforced, just as with other potential problems such as drugs or alcohol. In addition, on Day 1 of the course, there will be a mandatory and appropriate review session of youth-on-youth abuse protection guidelines for all participants.

2. Patrols should consist of participants of similar age, if possible with no more than two years age difference within a patrol.

3. With respect to the assignment of mixed gender patrols (if any), the National NYLT syllabus guidelines will be followed.

4. For a course with participants of both genders, two registered adult leaders, one male and one female (both of whom must be age 21 or older), will be designated as the “go-to” persons for any participant who, for any reason, has been made to feel uncomfortable by the words or action of anyone else in camp. The male and female leaders so designated will be identified to the participants as the individuals who are available to anyone, at any time of the day or night, in the event that any Scout needs to talk with an adult about a personal issue or problem.

5. For protection against inappropriate use, participants are asked to leave cell phones at home; otherwise, staff will collect them at check-in. If collected at check in, cell phones will be available throughout the week if the Course Director finds it necessary for the Scout to call home or to use the phone in an emergency. Phones will be returned to participants in their packets on the final day of course. Adults are encouraged to use their cell phones as seldom as possible so as not to distract from the camping experience.

6. If youth members of both genders will be participating in camp, then registered adult leaders of both genders must be available (in camp and ready to go to the health lodge on short notice) to staff the health lodge. Regardless of the gender of any youth member needing the services of the health lodge, at least two registered adults must be present in the health lodge when a youth member is in the health lodge. Adult leaders – including those responsible for staffing the health lodge – should be alert to situations in which the nature of the health-related need of a youth member is such that it is advisable for an adult of the same gender to be present in the health lodge when the youth member is in the health lodge. It is expected that, in those situations, an adult member of the appropriate gender will be available on short notice to staff the health lodge.

7. Participants and their parents may be asked to sign a photography waiver allowing the NYLT course and Last Frontier Council to use their photographs for advertising and course promotion through social media.

B. Camping/sleeping arrangements for participants

1. Rather than tenting alone, patrol members are strongly encouraged to share a tent with another patrol member of the same gender. If there is an odd number,

then three to a tent or a single will be allowed. There should be no more than two years difference in tent mates as specified in BSA Youth Protection guidelines. Youth participants over 18 years old (e.g., Venturers, Explorers or Sea Scouts) may only tent with other youth participants of the same gender, over 18 years old.

2. The NYLT course enforces the buddy system for all participants, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of campers will under no circumstances be less in number than four (two males/two females).

3. Campsite arrangements will be coordinated by the Course Director as needed to accomplish the separation of the genders with respect to sleeping arrangements and tent locations. If both male and female participants are camping in the same campsite, (whether in same patrol or otherwise), then, each night of the course, beginning at the time designated for lights out and continuing until reveille, two registered adult leaders, one male and one female (both of whom must be age 21 or older), will camp close enough to that campsite to be within easy earshot and a short walking distance from the tents in the campsite. The adult leaders' tent(s) need not be in the campsite as long as it is close enough to be within easy earshot and a short walking distance from the tents in the campsite. These adults will be the "go-to" persons as defined in #5 Basic course protocols. Participants camping in the campsite will be informed of the presence and availability of the adult leaders. (Alternatively, "in a course that is predominantly male or predominantly female, *i.e.* only one or two of the minority in each patrol, all of the minority may camp in one area away from the patrol sites.") A campsite will not be considered to be a mixed-gender campsite if the sleeping areas of male and female youth participants are far enough apart that, in the judgment of the Course Director, the likelihood of attempted inappropriate contact is clearly minimal, considering such factors as distance, physical barriers, visibility, and proximity of an adult sleeping area.

4. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All participants should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female "Occupied" sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

V. LFC Youth Protection Protocol – Youth and Adult Staff in NYLT and Other Long-Term Council Youth Training

Modeling the highest standards of behavior, expectations, and consequences should be the *culture* of all staff members. Servant leadership, not staff elitism, is the example to be set for participants.

In this protocol, material in quotation marks is quoted directly from the 2019 NYLT syllabus.

A. Basic staff protocols

1. The NYLT National syllabus “requires that at least one adult leader be female.” Last Frontier Council additionally recommends that youth staff have a minimum of two females. Ultimately, “the critical decision for filling any role is who is best suited, not what their gender is.”
2. All adult staff and youth staff must be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records. All youth and adult staff, regardless of age, are required to attend the “Understanding and Preventing Youth-on-Youth Abuse” training presented at a staff development meeting, or on another designated date, conducted by a Council-appointed trainer. Attendance at this training will be documented by the course director. A review of this training will also be held on the first day of course with staff and participants. In the event that an online youth-appropriate training becomes available, then the staff may use that resource. A face-to-face review during staff development is still strongly recommended for consistency of message and emphasis.
3. All staff, both youth and adult, should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.
4. All staff, youth and adults, are required to attend the Professional Conduct training during a planned staff development or on another designated date. The training will be presented by a Council-appointed trainer. Attendance at this training will be documented by the course director.
5. All staff will also abide by a zero-tolerance policy. Any infractions must be communicated and enforced, just as with other potential problems such as drugs or alcohol. Before the course starts, adult staff, youth staff, and parents of youth staff will be required to sign a staff contract accepting the zero-tolerance policy, and the consequences of failure to comply.
6. Staff should normally leave cell phones in their housing area during the course day. Cell phones are permitted in program areas only with the permission of the Course Director, and only for purposes approved by the Course Director. If a staff member is permitted by the Course Director to have a cell phone in a program area, it should be kept out of sight except when in use for a purpose approved by the Course Director. Other than in truly exceptional circumstances, cell phones should be used by staff only when no campers/leaders are present,

and cell phone usage must not distract from staff responsibilities. If a staff member is found to be using a cell phone in a program area inappropriately or without the approval of the Course Director, the device may, in the discretion of the Course Director, be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

7. If youth members of both genders will be participating in camp, then registered adult leaders of both genders must be available (in camp and ready to go to the health lodge on short notice) to staff the health lodge. Regardless of the gender of any youth member needing the services of the health lodge, at least two registered adults must be present in the health lodge when a youth member is in the health lodge. Adult leaders – including those responsible for staffing the health lodge – should be alert to situations in which the nature of the health-related need of a youth member is such that it is advisable for an adult of the same gender to be present in the health lodge when the youth member is in the health lodge. It is expected that, in those situations, an adult member of the appropriate gender will be available on short notice to staff the health lodge.

8. Staff and youth staff parents may be asked to sign a photography waiver allowing the NYLT course and Last Frontier Council to use their photographs for advertising and course promotion through social media.

B. Camping/sleeping arrangements for staff

1. The course enforces the buddy system for all youth staff, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of youth staff will consist of at least four staff members (two males/two females) when reasonably possible.

2. The staff housing area, both youth and adult, must have adequate separation of genders and age groups (under 18, 18-21, over 21) to satisfy youth protection guidelines. This includes bunkhouses, cabins, tents, and any other staff housing. Staff housing may be single or multiple occupancy.

3. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All adult and youth staff should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female “Occupied” sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

VI. LFC Youth Protection Protocol – One-Day Youth Training Events and Other Single-Day Events

These guidelines apply to all one-day training events, or other single-day events, at the Unit, District or Council level (whether or not on LFC property).

A. All adult staff must be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records.

B. For a training course or other single-day event with participants of both genders, two registered adult leaders, one male and one female (both of whom must be age 21 or older), will be designated as the “go-to” persons for any participant who, for any reason, has been made to feel uncomfortable by the words or action of anyone else at the event. The male and female leaders so designated will be identified to the participants as the individuals who are available to anyone in the event that any Scout needs to talk with an adult about a personal issue or problem.

C. The buddy system must be used by all youth participants, at all areas, and at all times. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of youth participants will under no circumstances be less in number than four (two males/two females).

D. For protection against inappropriate use, participants are strongly encouraged to leave cell phones at home. If a participant brings a cell phone to the training event, he or she may be required to leave the device with adult staff until the end of the event. If the phone is left with adult staff, it will be available throughout the event if the adult leader in charge finds it necessary for the Scout to call home or to use the phone in an emergency. Adults are encouraged to use their cell phones as seldom as possible so as not to distract from the training experience.

E. At the outset of the training event, an adult leader (or if both male and female youth members are present at the event two registered adult leaders, one male and one female), 21 years of age or older, will be designated as the “go to” person(s) for any youth member who, for any reason, has been made to feel uncomfortable by the words or actions of anyone else at the event. The leader(s) so designated will be identified to the youth members as the individuals who are available to any participant in the event that any youth member has been made to feel uncomfortable by the words or actions of anyone.

F. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All participants should enter and exit the compartments dressed appropriately per youth protection guidelines. If separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female “Occupied” sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

G. Participants and their parents may be asked to sign a photography waiver allowing the NYLT course and Last Frontier Council to use their photographs for advertising and course promotion through social media.

VII. LFC Youth Protection Protocol – Order of the Arrow Camping Activities

A. Basic camp protocols

1. All adults participating in an OA camping activity must (a) be registered adult leaders, (b) be 21 years or older, and (c) be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records.
2. If youth members of both genders are participating in an OA camping activity, there must be at least one adult leader of each gender. There should be two (or more) adult leaders of each gender if at all possible. Otherwise stated, in mixed-gender camping activities, at least one adult leader of each gender must be present in camp at all times during the camping activity. In the event that there is only one male adult leader, or only one female adult leader, and that one leader should become unavailable to continue participating in the mixed-gender camping activity as an adult leader, the outing must be terminated.
3. If youth members of both genders will be participating in an OA camping activity, then, at the outset of the camping activity, two registered adult leaders, one male and one female (both of whom must be age 21 or older), will be designated as the “go to” persons for any youth member who, for any reason, has been made to feel uncomfortable by the words or actions of anyone else participating in the camping activity. The male and female leaders so designated will be identified to the youth members as the individuals who are available to any participant, at any time of the day or night, in the event that any youth member has been made to feel uncomfortable by the words or actions of anyone else in camp.
4. All adult leaders should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.
5. For protection against inappropriate use, youth OA members are encouraged to leave cell phones at home. At OA camping events, the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser) will determine whether youth OA members will be permitted to have their cell phones with them during the camping event. Adults are encouraged to use their cell phones as seldom as possible so as not to distract from the camping experience.

6. If a youth or adult member is found to be misusing cell phone capabilities, such as photography, the device may, in the discretion of the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser), be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

7. If youth members of both genders will be participating in camp, then registered adult leaders of both genders must be available (in camp and ready to go to the health lodge on short notice) to staff the health lodge. Regardless of the gender of any youth member needing the services of the health lodge, at least two registered adults must be present in the health lodge when a youth member is in the health lodge. Adult leaders – including those responsible for staffing the health lodge – should be alert to situations in which the nature of the health-related need of a youth member is such that it is advisable for an adult of the same gender to be present in the health lodge when the youth member is in the health lodge. It is expected that, in those situations, an adult member of the appropriate gender will be available on short notice to staff the health lodge.

8. Youth members and their parents may be asked to sign a photography waiver allowing camp staff and the Last Frontier Council to use photographs of the campers for advertising and camp promotion through social media.

B. Ordeal

1. If Ordeal Clans have youth members of both genders participating in them, then in addition to youth serving as Elangomats there must be at least one adult Elangomat of each gender and the sleeping areas of male and female youth participating in Ordeal must be far enough apart that, in the judgment of the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser), the likelihood of attempted inappropriate contact is clearly minimal, considering such factors as distance, physical barriers, visibility, and proximity of an adult sleeping area.

2. If Ordeal Clans are gender specific then youth members only may serve as Elangomats with males for the male youth members and females for the female youth members. Gender specific Clans and their Elangomats will spend their Ordeal night at separate locations within the camp property.

3. On the night of the Ordeal, an Elangomat must be designated to remain within easy earshot and a short walking distance from every Ordeal participant.

C. Camping/sleeping arrangements

1. All tents must house single gender youth or adults, unless (a) adults are married, or (b) campers are siblings of the same gender. If youth members of both genders are tenting in one campsite, the genders must be separated, with male youth members on one side, female youth members on the other side and at least two registered adults of each gender tenting between the male and female youth members. If not enough registered adult leaders are available to

comply with this requirement in the campsite of any one OA chapter, then the normal practice of all members of a chapter camping in the same campsite may be relaxed.

2. Youth sharing tents must not be more than two years apart in age unless they are siblings of the same gender. Youth campers over 18 years old (e.g., Venturers, Explorers or Sea Scouts) may only tent with other youth campers of the same gender, over 18 years old.

3. The buddy system will be in effect for all youth members at OA camping events, at all areas, and at all times, day or night. Buddies must be of the same gender. In other words, no mixed gender, one-on-one contact is permitted at any time. Consequently, mixed groups of campers will under no circumstances be less in number than four (two males/two females).

4. Most Council camps have shower and toilet facilities with separate compartments and locking doors. All campers and adult leaders should enter and exit the compartments dressed appropriately per youth protection guidelines. If adults or youth of both genders are participating in the OA camping activity, and separate facilities are not available, then the latrine should be equipped with (and all campers, adult or youth, should use) either (i) a male/female "Occupied" sign, or (ii) if the latrine does not have a closable doorway, a provision for visibly indicating, with a rope across the doorway or otherwise, that the latrine is occupied.

D. OA Staff (youth and adult)

1. All adult staff must be current on Youth Protection Training, as shown by a card showing current Youth Protection Training or as shown by LFC or BSA National records.

2. All staff, both youth and adult, should bear in mind that youth protection incidents may involve physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography.

3. Staff should normally leave cell phones in their tents (or other housing), except as may be authorized by the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser). If a staff member is permitted to have a cell phone in a program area, it should be kept out of sight except when in use for a purpose approved by the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser). If a staff member is found to be using a cell phone inappropriately or without the required approval, the device may, in the discretion of the Lodge Adviser or Chapter Adviser (or any adult leader designated by the Lodge Adviser or Chapter Adviser), be confiscated. If a cell phone is confiscated, the return of the device may be conditioned on deletion of inappropriate images, data or photographs.

4. Staff and youth staff parents may be asked to sign a photography waiver allowing camp staff and Last Frontier Council to use photographs of the staff for advertising and camp promotion through social media.

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