

. 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.