

Reflection Questions

Best Practice #2 – Manage Access to Children

Complete the following questions as a basis for both personal reflection and as possible input to your interactive staff discussion.

- Who in your organization is ultimately responsible for protecting children from sexual abuse? Is it in writing? Where is it documented? What does it say? How is it communicated to parents and staff?

- What are the components of your existing screening process that focus on child protection?

- How do these components specifically address Objective #1?

Reflection Questions

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➤ How do these components specifically address Objective #2?

➤ Do you have a standard application form? Does it ask specific questions about past criminal convictions? Does it ask if they have ever been accused of sexual misconduct?

➤ How attuned are you with your intuition? Do you tend to override uncomfortable feelings or do you allow yourself to acknowledge them and make them part of the decision criteria?

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➤ What are the specific objectives of your interview process? How many people interview a prospective staff member before a decision is made? How about for volunteers? How does the interview process differ for minors?

➤ How do you proactively assess a candidate's character? How do you determine if they have healthy boundaries with the kids and families they will serve?

➤ Do you have a probationary period for all staff and volunteers? How long?

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➤ Do you discuss your child sexual abuse prevention policies and practices with candidates? If so, what level of detail do you share and for what purpose?

➤ Do you do reference checks for staff and volunteers? How do you conduct those checks in a way that brings forth critical information on the candidate's ability to work safely with children? Do you check other sources than what was provided on the candidate's application?

➤ Do you do criminal background checks for staff and volunteers? Are these checks done based on name, social security number or fingerprints? Are the checks done against state or national databases? Do you wait for the results before hiring? Do you do recurring background checks? If so, how often?
