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## Chapter 13 YOUTH PROTECTION: TRAINING AND REPORTING GUIDELINES

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### 13.1 Introduction

This NSP youth protection policy is designed to minimize the risk of abuse of youths (defined as protected parties) participating in NSP sanctioned courses or events, ensuring compliance with all state and federal laws governing events or activities involving youths. Protected parties are defined as Young Adult Patrollers (YAPs) and other non-NSP members under the age of 18 who may be involved in support roles during NSP courses or events. This excludes on-hill patrolling activities which fall under area operations where policies of the area would apply.

To meet the goal of protecting our youth, the NSP requires that key NSP leaders and other members working with protected parties will complete youth protection training from an NSP-approved training source. In addition, the NSP will provide reporting guidelines if abuse is suspected or witnessed, as well as guidelines for management of any NSP sanctioned event where protected parties are involved, to provide a safe, nurturing and empowering environment. No form of abuse will be tolerated, and reports of abuse or suspected abuse will be investigated and subject to the NSP Code of Conduct. Our organization will fully cooperate with authorities if allegations of abuse are made that require additional reporting or investigation. It is the duty of all NSP members, NSP employees, and other participants to protect our youth from all types of abuse.

### 13.2 Training

To promote youth safety and ensure compliance with NSP policies designed to protect youths participating in NSP events and courses, NSP members in certain roles (defined below) must complete and document training in a recognized youth safety program specified in section 13.2.4.

#### 13.2.1 Training Requirements for NSP leadership positions

13.2.1.1 Leaders within the chain of command have a variety of responsibilities within the organization, including the promotion of youth safety and ensuring compliance with NSP policies and requirements. Individuals in the following positions (if applicable) are required to complete training in a recognized youth safety program, as specified in section 13.2.4:

- Patrol Representative, Patrol Director, and Unit Representative in any patrol or other unit in which protected parties are members of the patrol/unit
- Assistant Region Directors/Section Chiefs (if applicable)
- Region Directors
- Region Program Administrators or Advisors in any discipline in which protected parties participate in courses or other events held within the region
- Region Legal Advisors
- Assistant Division Directors
- Division Directors
- Division Program Supervisors or Advisors in any discipline in which protected parties participate in courses or other events in the division
- Division Legal Advisors
- National Program Directors and Advisors
- National Board Members
- National Legal Advisors
- National Safety Team

#### 13.2.2 Courses and Events that do not include overnight outings

13.2.2.1 When protected parties are participating in an NSP course or other event that does not include overnight outings, at least one (1) NSP



instructor who participates in the course or other event must have completed the youth protection training specified in section 13.2.4.

### 13.2.3 Courses or Events including overnight outings

13.2.3.1 When protected parties are participating in an NSP course or other event that includes overnight outings or lodging, at least two (2) NSP instructors matching protected party demographics participating in the event must have completed the youth protection training specified in section 13.2.4. In other words, if the outing includes a male participant, there should be at least one male instructor. If the outing includes a female participant there should be at least one female instructor. Each protected party's parent or guardian may approve of an adult chaperone for the protected party during the NSP course or other event. Any adult participating in the NSP course or other event, who has completed the youth protection training, may be designated an adult chaperone. If a protected party's parent or guardian is participating in the NSP course or other event, then no additional chaperone is required and that parent or guardian is not required to complete the NSP-required training.

### 13.2.4 Recommended Youth Protection Training

13.2.4.1 To satisfy the NSP youth protection training requirement, members and other adults in the positions and roles specified in sections 13.2.1 – 13.2.3 must complete one of the following training programs, and must submit documentation of training to the appropriate Division Director or designee. Training and documentation must be completed prior to participating in an NSP sanctioned course or event where youths are present, or within 30 days after election or appointment to a specified leadership position:

- Armatus online training through Praesidium, including the following modules:
  - Duty to Report
  - Preventing Sexual Activity among Adolescents
  - Meet Sam
    - Directions for access are located on the NSP website
    - Documentation of completion is available after completion.
- Safesport.org training (fee)
- The Scouts BSA youth protection training
- Other on-line training with completion documentation and approval of the Division Director
- In-person training provided by school districts, child care centers, or other in-person training of at least 2 hours in length where a documentation of completion is provided.

### 13.2.5 Frequency of training

13.2.5.1 Training is valid for three years and must be retaken prior to the expiration of the three-year period for continued participation in activities where protected parties are present.

### 13.2.6 Documentation of training

Any member who is required to complete youth protection training shall present documentation of training to the Division Director or designee. Non-members required to complete youth protection training must submit documentation of training to the Instructor of Record or event leader, who will forward the information to the Division Director or designee. The Division Director or designee will notify the national office of the training provider and completion date for each member, which will be recorded on the member's profile. Training information for non-



members will be retained by the Division Director or designee.

#### 13.2.7 Training Exemption

13.2.7.1 In certain situations, the youth protection training requirement in this section will not apply.

13.2.7.2 Patient Training Exemption: In any patrol or other unit in which no protected parties are members of the patrol/unit, and protected parties are present during an NSP course or other event to provide an opportunity for NSP members to learn or refresh OEC skills then the training requirement in section [13.2.2] applies only to the IOR for such course.

13.2.7.3 Other Exemption: Any instructor who certifies that the purposes of this youth protection policy would not be served by requiring training of certain participants may request a training exemption by submitting the Youth Protection Training Exemption Form to the Division Director or designee for approval. Any such request must set forth a justification that includes the number of protected parties expected to participate in the NSP course or other event, the instructors or other adults participating in the course or event who have completed the youth protection training specified in section 13.2.4, and the reasons why additional training would not further the purposes of this youth protection policy.

#### 13.2.8 Responsibility of IOR/Event Leadership

13.2.8.1 It is the responsibility of the IOR or event leader to assure that the youth protection training requirement has been completed by those adults subject to the training requirement, including NSP member and non-members, and that proof of training has been received and provided to the Division Director or designee, prior to the event. Those adults subject to the training requirement who have not completed the required youth protection training requirement will not lead events or serve as overnight chaperones.

13.2.8.2 It will be the responsibility of Region and Division program supervisors, advisors, and administrators to ensure that all instructors subject to the training requirement have completed youth protection training.

### 13.3 Reporting

13.3.1 Because the NSP is dedicated to maintaining zero tolerance for abuse, it is imperative that every participant in NSP sanctioned courses or events actively takes part in the protection of youths.

13.3.2 Anyone taking part in an NSP sanctioned course or event must follow mandatory reporting requirements imposed by federal, state and local law. The NSP will cooperate with authorities to investigate all cases of alleged abuse or neglect. Every NSP member shall cooperate to the fullest extent possible in any investigation, including those conducted by outside authorities as well as any internal NSP investigation.

13.3.3 In the event that anyone participating in any capacity during an NSP sanctioned event or course observes suspicious or inappropriate behaviors and/or policy violations on the part of other participants, the individual must immediately report their observations to the Instructor of Record or event leader, and must complete a [Youth Protection Report form](#). The Instructor of Record or event leader will assist the reporter in completing the form and with submission to the [YouthSafety@nsp.org](mailto:YouthSafety@nsp.org) website.

13.3.4 Once the reporting form is completed, it will be submitted to [YouthSafety@nsp.org](mailto:YouthSafety@nsp.org) by email. The form will be reviewed by the NSP (Executive Director, National Board Chair



and National Legal Advisor) and may be shared with the appropriate Division Director, Region Director and Division Legal Advisor. Appropriate action will be determined by the National Legal Advisor.

13.3.5 Reports should be handled confidentially and should not be discussed among uninvolved individuals. Retaliation against individuals(s) making the report, or against any other party involved, will not be tolerated.

13.4 **Follow Up**

13.4.1 In the event an investigation is warranted, it is the responsibility of all NSP members to cooperate with the investigation so that appropriate action can be taken. If there is an impact to on-hill activities of the Ski Patrol, NSP will also contact area management.

13.5 **Compliance**

13.5.1 Failure to comply with any provision of this Chapter 13 is a violation of the NSP Code of Conduct, and violations should be reported to the appropriate NSP leader as specified in Chapter 6.