

# ***Going Beyond the Background Check: Incorporating SAFE Practices in Volunteer Programs***

*Sarah E. Kremer, ATR-BC, Program Director  
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MENTOR Webinar May 2010*





# *Agenda*

1: Purpose and Relevance

2. Screening Strategies:

Tools

Informed Intuition

Teamwork





## *Why do we have to talk about this?*

- Extremely uncomfortable topic
- Generates anxiety and fear
- Potential danger for youth
- Liabilities for organization





## *Why do we have to talk about this?*

*“In the United States, society’s  
historical attitude about sexual  
victimization of children can  
generally be summed up in one  
word: **denial.**”*

*Lanning, Child Molesters: A Behavioral Analysis*





# Case Study

## *National Telephone Survey of Nonprofits using Volunteers*

- *12% do not screen volunteers at all*
  - *Screening is not useful, it costs too much, it may offend potential volunteers*
- *Majority: interview*
- *Fewer: check references*
- *Even fewer: engage in full background checks*
- *50% using background checks look in only one state or do not use national database*
- *50% report screening has identified inappropriate candidates*

*April 2008, Who's Lending a Hand? A National Survey of Nonprofit Volunteer Screening Practices*





# Case Study

## *Local Telephone Survey of Youth-Serving Nonprofits Using Volunteers*

- *97% screen volunteers in some way*
- *Staff intuition can disqualify applicant for 69%*
- *33% using youth as volunteers use only one step*
- *Majority: written application*
- *Fewer: sex-offender registry check*
- *Even fewer: internet searches*
- *82% report screening has identified inappropriate candidates*

*January 2009, Going Beyond the Background Check:  
The Status of Volunteer Screening in San Mateo County Youth-Serving Organizations*





*Why do we have to  
talk about this?*

**Most effective:**  
*educating youth professionals*

**Least effective:**  
*educating youth*





## *Why do we have to talk about this?*

*“A percentage of predators will target child-service groups because they provide access to samples of highly vulnerable children and often there are opportunities for isolated access. Many of these children have already been molested, making them more vulnerable to the predator.”*

*Dr. Perry Sirota*





# *Priorities*

- First priority: keep children in programs **SAFE**
- Supporting volunteers is important, **serving youth** is ultimate and primary goal





## *Effects of Sexual Abuse*

- STDs, teen pregnancy, and interference with development of adult sexual behavior
- Increased ATOD use
- OCD, PTSD, depression, personality disorders, increased risk of suicide
- Continuation of abuse cycle





# Case Study

*Oprah's Conversation with Child Molesters, parts 1 - 3*  
Winter 2010

<http://www.oprah.com/oprahshow/Oprahs-Conversation-with-Child-Molesters>

*The Secret Life of Child Molesters*  
Summer 2002

[http://www.oprah.com/tows/pastshows/tows\\_2002/tows\\_past\\_20020426.jhtml](http://www.oprah.com/tows/pastshows/tows_2002/tows_past_20020426.jhtml)







# *Case Study*

*Chicken Hawk:  
Men Who Love Boys*

1994, Adi Sideman, Director





# *Perpetrators*

- 90% of abusers known by child and family
- 50 - 60% are intra-family
- Remainder are friends/colleagues including teachers, coaches, and neighbors



## REDWOOD CITY

### Gym teacher gets six years for lewd acts, videotaping

A physical education teacher at a San Carlos

middle school on Wednesday was charged with inappropriate sexual acts with students and videotaping. The charges stem from a contest at the school involving four girls, gym shorts and lewd acts.

Eleven students were involved in the contest where San Carlos police found his secret videotapes. Guidotti is a police detective who while she was on duty seized two videotapes which yielded evidence of child sexual abuse.

## LOS GATOS

### Volunteer at local theater arrested on child sex charges

Los Gatos police said sexual abuse was met through a volunteer at a local theater.

Michael Artale, 41, is being held in San Carlos on suspicion that he had sexual contact with a child under 14, police said.

Officers are not sure how he may have been involved in the theater production. According to a member and a theater producer, police victims, police officials did not know of the church.

Police began an investigation after a parent reported that his daughter had molested a child. Hearsal this morning.

Anyone with information is asked to call Freda at (408) 220-5945.

## ONTARIO

### Substitute teacher accused of lewd acts

A substitute elementary school teacher was charged Friday with lewd and lascivious acts on a girl, and police were investigating claims that he molested more than 100 students in three counties over the past three years.

Eric Norman Olsen, 28, of Ontario, was charged for conduct involving a 10-year-old student at Berlyn Elementary School, police Detective Diane Galindo said. He was scheduled to be arraigned Aug. 8.

Police said his resumé shows that he has taught in school districts throughout San Bernardino, Riverside and Kern counties.

## Former nurse pleads guilty to molesting 4-year-old

### MAN ALSO ADMITS TO DISTRIBUTING CHILD PORNOGRAPHY

SAN DIEGO (AP) — A former San Diego Children's Hospital nurse who kept de-

faced a maximum of 30 years in prison if he had been convicted in a trial on all counts, Gunn said.

Irvin worked in the intensive care unit at Children's Hospital from October 2004

Paul Levitt, attorney for the San Diego District Attorney's Office, said the investigation into the nurse's activities began in early November, said Morgan Hill police Cmdr. Joe Sampson when a 17-year-old Sobrato student told her parents she and Patterson had been involved in a relationship, which officers believe lasted for about a month.

The girl told her parents she had performed oral sex on Patterson in a car after leaving school during the day, Sampson said.

DNA evidence and interviews with the girl and other who knew about the relationship led investigators to issue a warrant for Patterson's arrest, Sampson said. The identity of the girl was not released by police because of her age and the nature of the allegations.

In 2004 Sobrato High, then a new campus, hired Patterson to mold the fledgling school football team. Patterson had played quarterback for Gilman High and later at Gavilan College. He had coached at Gonzales High School, guiding that team to the regional playoffs.

Sobrato and Morgan Hill Unified School District officials did not return several phone calls for comment Tuesday. But Sampson said Patterson had been an administrative leave since the investigation started in November. January, the school hired Dr. Brown, the Wilcox High School defensive coordinator to replace Patterson.

Contact Rodney Foo at rfoo@mercurynews.com or (408) 920-5255.

Contact Leslie Griffy at lgriffy@mercurynews.com or (408) 920-5945.

## Math teacher faces sex charges

EX-FOOTBALL COACH AT SOBRATO ARRESTED

By Rodney Foo and Kimra McPherson  
Mercury News

A Sobrato High School math teacher who once coached the varsity football team has been arrested by Morgan Hill police and accused of engaging in a sex act with a student.

Jeff Patterson, 31, of Hollister, surrendered to police Monday and was booked on suspicion of misdemeanor child annoyance and felony unlawful oral copulation with a minor. Patterson is free on \$10,000 bail. He is scheduled to be arraigned May 23, said Assistant District Attorney Victoria Brown on Tuesday.

If convicted, Patterson faces a maximum prison sentence of three years and would have to register as a sex offender.

Reached by telephone at his home, Patterson declined to discuss the allegations.

"I'm not going to make any comment; talk to my lawyer," he said.

## 23-year term for ex-Scout leader

SENTENCE LEVIED IN CHILD SEX CASE

By Leslie Griffy  
Mercury News

Former Los Altos scoutmaster Gregory Allen Wagner has been sentenced to 23 years and four months for felony child molestation.

Wagner pleaded no contest in December to nine counts of sex offenses against a child. He had faced a maximum of 27 years in prison. Wagner will be eligible for parole in 11 years.

The charges were filed last year after one of Wagner's former scouts, David Grewal, came forward.

In August 2005, Grewal, who is currently working on his doctorate at Harvard, told Santa Clara County Sheriff's Deputies that Wagner started molesting him when he was as young as 12.

Two other victims — scouts from the late 1980s and early 1990s — later added allegations that Wagner molested them as well.

Wagner gained access to his victims, prosecutors charged, by befriending families during his 20 years as a scoutmaster for Troop 81 of the Boy Scouts Pacific Skyline Council.

Defense attorney James Blackman noted none of the charges Wagner was sentenced for are recent.

"There is nothing current about the case," he said, "but a very harsh sentence in 2006."

The judge was moved by testimonials from Grewal's family, including his wife, during sentencing, according to Deputy District Attorney Kimberly Connors. He was sentenced June 9.

Contact Leslie Griffy at lgriffy@mercurynews.com or (408) 920-5945.





# *Case Study*

- 02/10 Danbury, CT Jericho Partnership Executive Director
- 01/10 DC Peaceaholics Counselor/Mentor
- 11/09 Grand Rapids, MI Public School mentor/advocate
- 11/09 St. Paul, MN Public School coach/mentor
- 10/09 Buffalo, NY caseworker/mentor (registered sex offender)
- 08/09 Lakeland, FL church mentor (informal)
- 07/09 Tulsa, OK BBBS mentor
- 06/09 San Diego, CA church minister/music teacher/volunteer
- 01/08 Nashville, TN Big Pal Little Pal
- 12/06 Boulder, CO Boulder County Partners mentor





## *Targeted Youth*

- Less credible
- Curious about sex
- Want to please
- Need attention or affection
- Taught to obey adults
- May want to protect offender





## *Targeted Youth*

- 1 out of every 4-5 girls
- 1 out of every 6-10 boys (likely under-reported)
- Boys more likely than girls to be abused by someone outside of family





## *Targeted Youth*

- Victimization rates are constant from 3 years old and up
- Peak vulnerability: ages 7-13
- Onset occurs prior to age 16 in most cases





## *Targeted Youth*

- Chosen for being vulnerable, isolated, or lonely
- Lack other important protective factors such as adult supervision and protection
- Regardless of protective factors, all at risk of sophisticated “seduction techniques”





# *Obstacles*

- Ideal victim = client: children
- Gain trust of parents
- Pressure to meet goal numbers
- Little training or literature available
- Consistent monitoring difficult with high turnover rates
- Organizations conceal abuse to avoid liability and loss of credibility
- Low priority for law enforcement





## *Targeted Youth*

What does this information tell you  
about the rates of sexual  
victimization within your youth  
client pool?





# *Perpetrators*

Who makes up your volunteer pool?

Could you imagine any of your current volunteers as potential child molesters?





## *Part Two*

Screening Strategies:  
Tools  
Informed Intuition  
Teamwork





# *Screening Strategy*

*This training should not be viewed as  
the rendering of legal advice and  
programs are strongly encouraged to  
consult their legal counsel prior to  
implementing the recommendations  
from this workshop*





# *Screening for Safety*

## **Purpose**

- Will not endanger life of mentee
- Demonstrates good judgment
- Home environment safe
- Will not be physically, mentally, sexually, or verbally abusive





# *Screening Strategy*

## **Principles**

- Legal right to accept, reject, or terminate candidates at discretion
- No limitations on what information you can ask from volunteers but may be limitations on who can view information and how stored
- Every candidate **must** go through same process, regardless of who referred them





# *Screening Strategy*

## **Principles**

- Volunteer application process should be completed and documented before candidate is accepted, with final determination supported and respected by all
- After candidate is accepted and introduced to mentee, relationship must continue to be monitored





# *Screening Strategy*

What criteria has your program set  
for rejection?

What are your non-negotiables?











# *Informed Intuition*

How do you know when  
volunteer applicant is  
**just not right** for your program?







## *Informed Intuition*

“I have investigated hundreds of child predator cases involving thousands of victims. In the case of every single victim, there was a woman -- mother, agency staff, teacher -- who looked back and said, “I thought **something wasn’t right**. I had a **funny feeling** about him.”

*Detective Steven McEwan, SJPD Child Exploitation Unit*





# *Informed Intuition*

*Gut feelings, intuition, hunch, unconscious intelligence:*

1. judgment appears quickly in consciousness
2. not fully aware of underlying reasons
3. strong enough to act upon

*Has its own rationale*

1. Simple rules of thumb/heuristics
2. Evolved (through extended practice) capacities of brain

*Gigerenzer, 2007*





# *Informed Intuition*

## IDENTIFYING RED FLAGS

- Lack of Balance
- Extreme Behavior
- Inappropriate Behavior
- Over-Involvement with Children
- Under-Involvement with Adults
- Focus on Personal Needs
- Unhealthy Attitudes
- Problematic Personal Interests
- Problematic Background Indicators







The most critical factor in  
determining whether or not  
candidate is accepted into  
your program is using  
**INFORMED INTUITION**





# *Tools to Gather Data*

- Interactions
- Program Orientation
- Written Application
- Interview
- Background Checks
  - State and Federal
  - Sex Offender Registries
  - Child Abuse Registry
- Internet Search
- Character References
- DMV Record and Proof of Insurance
- The Diana Screen
- Volunteer Training
- Final Decision
- Ongoing Monitoring and Rescreening





# *Tools to Gather Data*

## **Interactions**

Every step of screening and monitoring process is opportunity to observe candidate

- Inappropriate/unusual questions or comments
- Response to screening process and requirements
- Inappropriate behavior with child/youth





# *Red Flags*

## Examples:

### Extreme Behavior



- Very impatient with process
- Overly cooperative
- Secretive about activities or is too busy to talk for very long





# *Perpetrators*

- 90% are men; number of women growing but still perceived differently







# Perpetrators

- 96-100% of accused abusers are “recognizably heterosexual” - married or be involved in long-term relationship



## Child molester gets 800-year prison sentence

By Rodney Foo  
Mercury News

Frederick William Everts and Dean Arthur Schwartzmiller shared a South San Jose home where they molested boys.

Friday, the justice system ensured that Everts, a three-strikes criminal, would join his old roommate in the California penal system — likely for the rest of his life.

### SAN JOSE

The 800-year sentence was handed down by Santa Clara County Superior Court Judge Alfonso Fernandez after Everts' sordid criminal history of child molestation was recounted, a history that includes Everts' selecting his future wife so he could molest her 6-year-old son and later sexually assault their 3-month-old infant.

Everts' sentence comes on the heels of a

See **EVERTS**, Page 6B





# *Perpetrators*

- “Average Americans”: no single demographic indicates proclivity
  - Socio-economic status
  - Race
  - Education
  - Marital status
  - Religion
  - Career





# *Case Study*

## DATELINE TO CATCH A PREDATOR

Dateline hidden camera investigations on  
Internet predators

- 9 cities/urban areas
- **241** men
- 28 days





# *Tools to Gather Data*

First visit to agency/introduction to program

**Program  
Orientation  
or Information  
Session**

- Detail each screening step and level of monitoring
- Include statement that all application material is confidential and becomes property of agency





# *Red Flags*

## Examples:

### Inappropriate Behavior



- Vague about how learned of program
- Overly concerned about child/youth liking him/her or being rejected
- Displays excessive physical contact, "child's play"





# BoyLinks

The Internet's most comprehensive listing  
of boy-related and boylove websites

[Home](#) [Terms of Service](#) [Contact](#) [FAQ](#) [Contributions](#) [About](#)

If you find any illegal content in any of the included links,  
please [notify the Webmaster](#) immediately.

## Discussion

[Boards](#)  
[Chat](#)  
[Mailing Lists](#)  
[News Groups](#)

## Literature

[Arts &  
Photography](#)  
[Authors](#)  
[Coming of Age](#)  
[Gay Youth](#)  
[Intergenerational](#)  
[Non-Fiction](#)  
[Resources](#)

## Movies

[Actors](#)  
[Coming of Age](#)  
[Documentaries](#)  
[Gay Youth](#)  
[Intergenerational](#)  
[Resources](#)

## Music

[Choirs](#)  
[Musicians](#)  
[Resources](#)  
[Video Clips](#)

## Personal Sites

[Art](#)  
[BLogs](#)  
[BoyLovers](#)  
[Boys](#)  
[Pictures](#)  
[Sports](#)  
[Videos](#)

## Resources

[Age Of Consent](#)  
[BoyLove](#)

## Resources: Community Involvement

BoyLinks includes information about community involvement as a service to responsible individuals sincerely looking for ways to help others. Organizations that serve children have stringent screening procedures, including extensive background checks. By linking to these sites, Free Spirits does not imply that boylovers ought to use them to facilitate inappropriate contact with boys. No such intent is intended or should be inferred.

- ▲ [Adopting.org](#)  
*Information and resources about adoption.*
- ▲ [AdoptUSkids](#)  
*National photo listing service for children awaiting adoption across the United States.*
- ▲ [Advocates for Youth](#)  
*Advocates for Youth is dedicated to creating programs and advocating for policies that help young people make informed and responsible decisions about their reproductive and sexual health.*
- ▲ [ASFAR](#)  
*ASFAR is an organization dedicated to protecting and advancing the legal civil rights of youth. ASFAR fights the voting age, curfew laws, and other laws that limit the freedom of young people.*
- ▲ [Big Brothers Big Sisters of America](#)  
*The oldest and largest youth mentoring organization in the United States.*
- ▲ [BL Charity](#)
- ▲ [Boy Scouts of America](#)  
*Preparing young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.*
- ▲ [Child Liberation \(English, Italian, Polish, Spanish\)](#)  
*Fighting for child liberation, it's time to recognize to the children every human being right.*
- ▲ [Children Now](#)  
*A national organization for people who care about children and want to ensure that they are the top public policy priority.*
- ▲ [FreeChild](#)  
*The Freechild Project seeks to advocate, inform, and celebrate social change led by and with young people around the world, particularly those who have been historically denied the right to participate.*
- ▲ [Free Craig Alden](#)  
*Craig Elliot Alden is locked in a darkcell right now wrongly accused. Help free him!*
- ▲ [Highrock Boys Camp](#)  
*A facility located in the mountains of North Carolina. Our programs include a summer camp for boys, off season adventure programs, retreats and training programs for outdoor educators.*
- ▲ [Jubilee Action](#)  
*A Christian based international human rights charity, dedicated to protecting children at risk and combating poverty.*
- ▲ [Let Him Stay](#)



## Videos

### Resources

Age Of Consent  
BoyLove  
Child Abuse  
Child  
Pornography  
Child Sexuality  
Community  
Involvement  
Fun  
Gay Youth  
Hysteria  
Legislation  
Miscellaneous  
Pedophilia  
Podcasts & Radio  
Privacy & Security  
Research

- camping, day, education, adventure programs, retreats and training programs for outdoor educators.*
- ▲ [Jubilee Action](#)  
*A Christian based international human rights charity, dedicated to protecting children at risk and combating poverty.*
  - ▲ [Let Him Stay](#)  
*Florida's gay adoption ban would take a boy from the only family he's ever known. Get to know the Lofton-Croteau Family. Learn more about the lawsuit against Florida's ban. Find out what Rosie O'Donnell has to say about all of it. Look at the broader context of the trouble with all gay parenting restrictions. And then write directly to those responsible for Florida's law.*
  - ▲ [Maly Princ \(Czech\)](#)
  - ▲ [Mentor](#)  
*Expanding the world of quality mentoring.*
  - ▲ [National Youth Rights Association](#)  
*Fights to lower the drinking age, voting age, and eliminate curfews.*
  - ▲ [Parents for Barefoot Children](#)  
*Parents promoting healthy barefoot activity for children.*
  - ▲ [Pattaya Street kids Support Project](#)  
*A registered charity working to help and protect the street kids of Pattaya Thailand.*
  - ▲ [Save the Children](#)  
*Save the Children helps children in poverty and children in crisis around the world and in the US.*
  - ▲ [Sohopeful International](#)  
*SOhopeful International is working with families, citizens and professionals to change the way Megan's Law and similar legislation mandates the registration, tracking and community notification of non-violent, low risk sex offenders.*
  - ▲ [strahlemennchen.de \(German\)](#)  
*Making wishes come true for kids with cancer.*
  - ▲ [The Child Health Site](#)  
*Providing basic health services for children around the world.*
  - ▲ [WarChild](#)  
*War Child International is a network of independent organisations, working across the world to help children affected by war.*
  - ▲ [YMCA](#)  
*From child care to older adult fitness, Youth in Government to camp and aquatics, Ys offer opportunities for individuals and families to grow in spirit, mind and body at every life stage.*
  - ▲ [Youth Ambassadors for Peace](#)  
*Free the Children is the largest network of children helping children in the world, with over 1 million youth impacted in 35 countries. It has built more than 350 primary schools around the world.*
  - ▲ [Youth Coalition](#)  
*Youth Coalition is an international organization of young people between the ages of 15 & 29 committed to promoting youth sexual and reproductive rights at the national, regional and international levels.*

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# *Tools to Gather Data*

Formal submission of information

## **Written Application**

- Starting point for learning about applicant's values and motivations, to be followed up on during interview
- Check for completion, gaps in profile, timely submission, content, and signature

*SAFE: Sample Volunteer Written Application*





## Case Study

*“According to a source close to Devlin’s family, no one noticed any red flags: ‘Other than that you had a 41-year-old guy who never dated or aspired to a career and who is quiet, it was a normal situation.’”*







# Case Study



*“...But according to retired FBI behavior analyst Kenneth Lanning, those leading double lives, especially sex offenders, can become quite adept at compartmentalizing their behavior. ‘The person may look normal: have a job, work hard, go to church,’ says Lanning. ‘The indicators are things the average person is not trained to recognize.’”*

*People, 02/19/07*





# *Tools to Gather Data*

## **Interview**

Extensive face-to-face interview covers life from childhood to present, and encompass all facets

- Staff **MUST** trust their intuition
- Assess both verbal and non-verbal communication to determine appropriateness

*SAFE: Sample Volunteer Interview*





## *Perpetrators*

- Relate better to children, including *listening* to children
- Talk to children as if equal partners
- Seek as many opportunities to have access to youth of specific preferences





## *Perpetrators*

- Feel misunderstood and discriminated by society
- Usually intelligent enough to recognize problem
- Rationalize act by emphasizing positive impact on child





## *Red Flags*

### Examples:

Focus on  
Personal  
Needs

- Describes desired match specifically
- Recently experienced major life change and needs friends in life
- Wants to terminate position suddenly without reason







# *Tools to Gather Data*

## *Fingerprinting*

### **Background Checks**

State and federal level fingerprint-based

- Contact your state's governing body for information on protocol and fees
- [http://www.nonprofitrisk.org/csb/csb\\_crim.htm#apndxb](http://www.nonprofitrisk.org/csb/csb_crim.htm#apndxb) for state agency information





## *Red Flags*

### Examples:

#### **Problematic Background Indicators**



- History of being abused, neglected, or sexually victimized
- Police record, even if seemingly unrelated to crimes against children
- Applied/was not accepted or “didn’t like” other local youth-serving programs





# Case Study

2004 - 2008, 50,000 background checks processed

- *6.1% had criminal records of concern*
- *Even though applicants knew background check would be performed, over 50% of those with criminal record indicated that they did NOT have one*

SafetyNET Pilot Program Manual <http://www.mentoring.org/safetynet>





# Case Study

## NAPBS 2005 commissioned study

- “In a significant percentage of searches, the FBI data base returned erroneous or incomplete information.”
- “...large number of missed records and false positives generated... when analyzing... background checks in the state of Florida... the database missed 11.7% of the criminal records it should have identified. Even worse - of the more than 10,000 criminal records found, 5.5% of them were falsely attributed to those who were not convicted of a crime.”

National Association of Professional Background Screeners, [www.napbs.com](http://www.napbs.com)





# Perpetrators

- Will molest multiple (in most cases, hundreds) victims before caught

## Pedophile gets 152 years

APPEAL LIKELY FOR MAN GUILTY OF MOLESTING S.J. BOYS

By Leslie Griffy  
*Mercury News*

As serial pedophile Dean Schwartzmiller listened to a judge hand down a 152-year-to-life sentence Monday, he was in a familiar position — again heading to prison, again likely planning an appeal.

Over the last 35 years, law enforcement officers in eight states arrested Schwartzmiller on more than 80 counts of child molestation involving at least 13

boys, not including the San Jose case. Schwartzmiller was convicted at least nine times. Four of those convictions were overturned based on appeals he wrote while locked up.

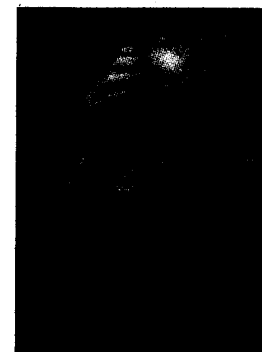
So, when Santa Clara Superior Court Judge Edward Lee asked Schwartzmiller if he understood he has 60 days to appeal the conviction that could put him away for the rest of his life, the shackled, gray-haired man looked up and lightly

tapped the desk in front of him.

"It's right here," said Schwartzmiller, 64, who police believe may have molested as many as 300 young boys around the country and throughout the world.

It's unclear if Schwartzmiller, who studied law during his previous prison terms, meant that he had already written an appeal for his conviction on 10

See SENTENCE, Page 2B



### SAN JOSE

Dean Schwartzmiller reacts to receiving a sentence of 152 years to life for his conviction in the molestations of two 12-year-old San Jose boys. Police believe Schwartzmiller may have molested as many as 300 boys.

PAUL SAKUMA —  
ASSOCIATED PRESS





# *Perpetrators*







# *Tools to Gather Data*

## **Background Checks**

### *Sex Offender Registries*

Megan's Law allows individuals to verify registered sex offenders by location or name

- <http://www.nsopr.org> for National Sex Offender Registry
- <http://www.klaaskids.org/pg-legmeg.htm> for information on individual states' registries

In California, registry can be accessed by

- Contacting local sheriff's department
- <http://www.caag.state.ca.us/megan> State of California Attorney General's Office website
- Calling California Department of Justice Sex Offenders Program at 916-227-4974





# *Law Enforcement*

If convicted sex offender applies to volunteer, can report

## California State Violations

- 290.95(a)Pc(misd)  
Any 290 registrant shall disclose status as registrant upon application to any employment or volunteer assignment with children
- 290.95(b)Pc(misd)  
Any 290 registrant convicted of crime involving minor shall not be employed or volunteer around children in unaccompanied setting





# Tools to Gather Data

## Background Checks

### *Child Abuse History Registry*

- May or may not have access to information collected by state agencies
- In California: Child Abuse Central Index  
<http://ag.ca.gov/childabuse/>
- *“Information also is provided to designated social welfare agencies to help screen applicants for licensing or employment in child care facilities and foster homes, and to aid in background checks for other possible child placements, and adoptions. Dissemination of Index information is restricted and controlled by Penal Code.”*
- Partner with agency that has access





Remember that fingerprinting is  
just tool to identify individuals  
who have actually been  
caught, but it  
**does not guarantee safety  
of youth in program**





# *Tools to Gather Data*

## **Internet Searches**

“Googling” or using another search engine to find more information on candidate

- Google.com, Yahoo.com, About.com, Dogpile.com, Ask.com
- Social networking site pages or “identities” (e.g., Facebook, MySpace, LinkedIn, etc.)
- YouTube, blogs, public forums
- Search for appropriateness of “public information”
- Warrants discussion with potential mentors - if you can find it, mentees can, too!



# *Perpetrators*

- Connected to organized networks of child predators

SAN DIEGO

## **Man-boy sex group members get jail terms**

Two members of a group advocating sexual relationships between men and boys have pleaded guilty in federal court in San Diego on sex-tourism charges.

Philip Todd Calvin, a Dallas dentist, and Paul Ernest Zipszer, a personal trainer from Deltona, Fla., were arrested in San Diego a year ago in a sting initiated by an undercover FBI agent who infiltrated the North American Man/Boy Love Association, also known as NAMBLA.

As part of a plea agreement, prosecutors will ask a judge to sentence Calvin, 44, and Zipszer, 40, to no more than two years of prison followed by 12 years of supervised release.

The now-retired FBI agent, Robert Hamer, testified at Wednesday's hearing that he joined NAMBLA in 2001 while investigating a Los Angeles travel agency suspected of arranging trips to Thailand for men seeking sex with children.

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*From Mercury News wire services*



# Perpetrators

- Collect child pornography
- Share pornography or child erotica as proof of involvement

## SANTA ANA

### 51-year-old man faces molestation charges

A former school bus driver was charged with molesting three girls — one of them 4 years old — and photographing the attacks.

Terry Lee Shields, 51, was charged Thursday with 25 felony counts of child molestation, kidnapping and child pornography. He faces 196 years in prison if convicted and remained jailed without bail.

Authorities said they suspect he may have molested

## SANTA CRUZ

### No contest plea made in child molestation case

A former paramedic pleaded no contest to charges he lured a 14-year-old girl to his house after meeting her on the Internet and then had sex with her, prosecutors said.

Nathan John Contos, 27, of Santa Cruz entered his plea in Santa Cruz County Superior Court on Thursday to two counts of child molestation and a misdemeanor count of possessing child pornography. He faces a maximum sentence of three years, eight months in state prison when he is sentenced Sept. 25.

Contos first talked with the girl in an AOL chat room as well as MySpace.com for about a month before meeting and engaging in what investigators have called "inappropriate sexual contact." He also asked the girl to send him nude photos of her, which she did.

Sheriff's deputies arrested him in February after one of the girl's relatives discovered the two were chatting online.

— Associated Press





## *Red Flags*

### Examples:

#### Over- Involvement with Children



- Overly-involved in teaching, scouting, church youth groups, etc.
- Over-indulges child/youth; unable to set limits
- Involves other boys/girls on outings when not expected





# *Tools to Gather Data*

Opportunity to gain additional insight into personality and motivations

## **Character References**

- Pay attention to tone of voice, nervousness, avoidance, etc.
- Always emphasize confidentiality of conversation

*SAFE: Sample Volunteer Mentor Reference Check*





# *Red Flags*

## Examples:

### Under- Involvement with Adults



- Upon examinations, adult connections are superficial
- Lack of adult dating experiences or relationships
- Difficulty providing references that know him/her well





# *Tools to Gather Data*

## **DMV Record and Insurance**

Important for both client safety and agency liability concerns, most importantly, history of drinking and driving

- Vehicle Code Violations at DMV office or online
- In California, visit <http://www.leginfo.ca.gov/cgi-bin/calawquery?codesection=veh>
- Proof of insurance confirms applicant has current coverage on automobile





# *Tools to Gather Data*

## **The Diana Screen**

New online technology screening tool proven effective at screening general population to identify individuals who are sexual risk to children

- Strengthen system of screening to reduce risk of sexual harm to children
- Screens for men and women who have beliefs about rights of adults to have sexual contact with children and teens - will not protect children from other adults/older children who may be sexually inappropriate and will not protect organization from these sexually inappropriate adults/older children)
- Abel Screening [www.dianascreen.com](http://www.dianascreen.com)







# *Tools to Gather Data*

## **Volunteer Training**

Enables agency to provide data, training, and feedback related to situations candidates may encounter

- Inappropriate/unusual questions or comments
- Response to scenarios presented and agency policies and procedures

*SAFE: Volunteer Code of Conduct*

*SAFE: Volunteer Roles and Responsibilities*





## *Red Flags*

### Examples:

#### Unhealthy Attitudes



- Believes children should be treated as equals to adults
- Wants to be one to teach child/youth about sex education
- Overstates problems with child's family; tries to get agency involved





# *Tools to Gather Data*

Involve all staff who have interacted with candidate

## **Final Decision**

- Personal reactions to applicant – negative, uneasy, or intuitive feelings?
- Does candidate's interests, motivations, and overall application material fit with agency's goals and objectives?
- Would you place your own child into care of candidate?

*SAFE: Volunteer Rejection Form*





Never be afraid to  
**reject** volunteer -  
it is about finding right fit  
and, ultimately,  
safety of youth





# *Tools to Gather Data*

## **Ongoing Monitoring and Rescreening**

Screening process does not end once volunteer is accepted

- Child molesters wait to abuse child until they have developed close bond - may take time to build
- Includes direct communication, observations, and contact with volunteer, child/youth, family, and referring agent and/or school officials
- Completion of certain components of process if volunteering again with different mentee





# *Red Flags*

## Examples:

### **Lack of Balance**

- Lack of peer relationships
- Excessive in gift giving
- Over-invested in child/youth







## *Red Flags*

### **Problematic Personal Interests**



### Examples:

- Gives vague answers when asked about interests (i.e., hang out . . .)
- Expresses strong interest in camping, hunting, hiking, backpacking, etc.
- Child/youth complains about too much sedentary time (i.e., watching TV)





# *Tools to Gather Data*

**Peer/Cross-  
Age Mentors**

Are there any previously  
listed tools that you would  
not be able to use?





# Perpetrators

- Tend to develop and realize attraction to children early in life

## EVERTS | Molester gets 800-year prison sentence

*Continued from Page 1B*

152-year sentence handed down last month to Schwartzmiller, 64, reputed to be the nation's most prolific child molester. San Jose police believe Schwartzmiller molested as many as 800 boys. Everts is known to have molested 86 boys, according to sentencing reports.

"He may have been less sophisticated than Schwartzmiller, but in many ways he was just as dangerous," said prosecutor Steve Fein, who noted Schwartzmiller targeted teens, while Everts was attracted to much younger males.

Everts, 36, wearing jail-house sweats with his hands and feet shackled, said nothing during the sentencing.

Frederick William Everts' probation report shows that at age 13 he notched his first molestation victim, a 7-year-old.

Last year, Everts was convicted of 15 child molestation charges, two charges of taking child pornography photos and a misdemeanor count of possession of child pornography. Everts, who claimed he suffered from mental disorders, entered an insanity plea but was found to have been sane when the crimes were committed.

In January, Fernandez denied Everts' request for a new sanity hearing, which his attorney Steve Woodson said will be appealed.

### Child porn found

Friday's sentencing was the latest chapter in a story that began in 2005 when one of the victim's family members found child pornography in the Vineyard Drive home where Schwartzmiller and Everts lived. The family took the evidence to police.

Two cousins — then 11 years old — told investigators Schwartzmiller molested them. Detectives also found suggestive photos of the boys at the home.

Schwartzmiller and Everts, who had met years ago in a Portland, Ore., jail while being held on molestation charges, were arrested.

Everts was accused of molesting three boys, ages 3, 9 and 11. The 11-year-old was also abused by Schwartzmiller, Fein said.

Friday, Woodson asked that one of Everts' strikes be tossed out, a felony conviction in Oregon stemming from the molestation of his stepson.

In reality, tossing out a strike would have been meaningless because Everts would have still been put away for the rest of his life. Woodson would say later, "You've got to try and do ev-





# *Teamwork*

In mentoring,  
“the relationship is the intervention”

*Johnston, 2003*

Successful teamwork and supervision: relationships  
between applicants, staff, other team members, and  
supervisors





# *Teamwork*

- Imperative every staff is sufficiently trained in assessing volunteers
- Feels comfortable sharing feelings and observations without fear of dismissal
- If one team member feels uncomfortable about applicant, enough of reason for rejection





# *Teamwork*

- Decide how often to meet and debrief
- Minimally, need to meet for Final Decision
- Helpful to talk informally after all interactions, especially if one staff feels unsure





# *Teamwork*

- How well can your staff identify and express own feelings about applicants?
- How is this supported by your agency?





# *Staff Training*

- Child Abuse and Mandated Reporter training
  - local Child Abuse Prevention Council
- Initial shadowing of more-experienced staff
- Thorough documentation training
- Resource list of services available in your community
- Latest research and literature on child molesters
  - Internet predators
  - Red Flags
  - appropriate handling of specific situations





# *Supervision*

Ongoing supervision ensures quality service

- Supervisors can be more experienced staff if manager is not available
- Discuss problems, address concerns, and help solve problems
- Ask overlooked questions or make note of what may seem to be outside of the realm of normal or expected **Red Flags**





*If this training doesn't apply to your program ...*

- because you work closely with well-known company or organization
- because your volunteers meet with youth in closely-supervised environment
- because you have good feeling about your volunteers
- because you know youth would tell you if something was wrong



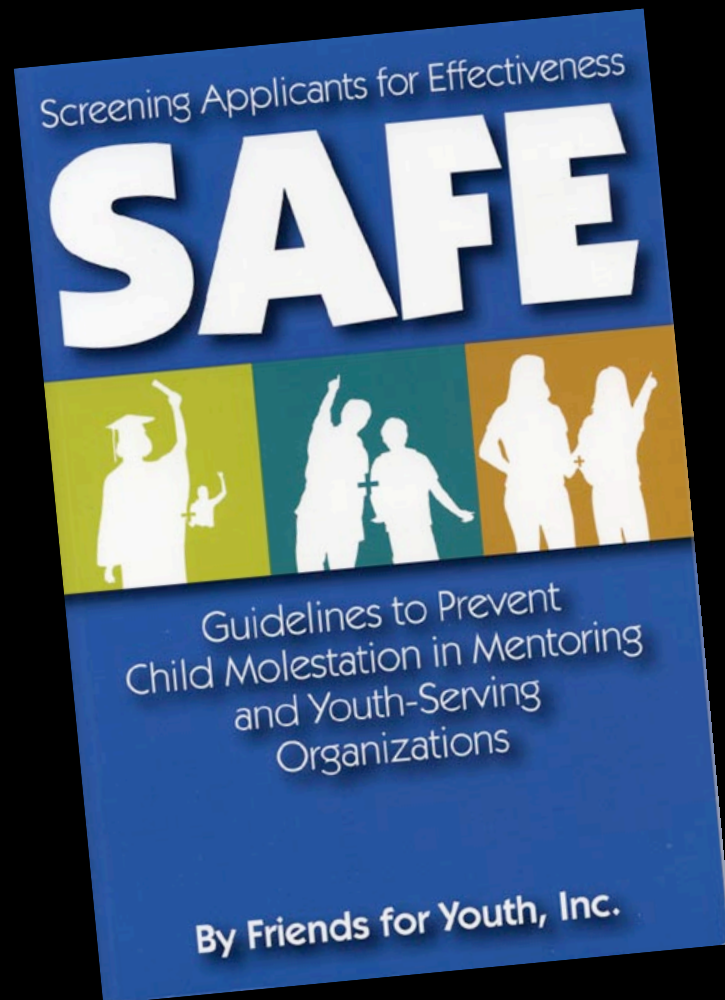


*Imagine your worst-case scenario...*

*Could you look back and  
defend your process?*



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