



Policy: Protective Behaviors Training Policy
Updated: September 2014

The online Protective Behaviors training material is a critical tool for protecting Special Olympics athletes from sexual, physical, and emotional abuse. The U.S. Risk Management and Insurance Task Force (RMITF), numerous U.S. Programs, and experts both inside and outside Special Olympics contributed to the development of this training tool.

Each U.S. Program must implement the online Protective Behaviors training into its regular ongoing training for all staff members and **Class A Volunteers** 18 years of age and over unless the individual is a current high school student (Class A Volunteers as defined in the Special Olympics US Volunteer Screening Policy).

ONLINE PROTECTIVE BEHAVIORS TRAINING

How does the system work?

- The Protective Behaviors training is “housed” on SOI’s Web site, however, each U.S. Program should place a link to the training on its own Web site and direct each of its Class A Volunteers and staff to this link (<http://www.specialolympics.org/protectivebehaviors>). Each volunteer and staff member will then be able to complete the training at his/her convenience by the deadline set by the U.S. Program. Once a volunteer/staff member completes the training, the U.S. Program will receive email notification that the individual has successfully completed the training.

What if a volunteer does not have internet access?

- Most public libraries have computers with internet access for use by the general public. In addition, the U.S. Program can provide the volunteer with a copy of the slides and quiz.

Can Programs meet the policy requirements via group training sessions?

- Yes. U.S. Programs may obtain a PowerPoint copy of the training materials for use in group settings. However, each volunteer/staff member is required to take the required test (at the end of the training) and pass with 100% proficiency (for group trainings not on the Web site, 100% proficiency will exclude the question on checking the mandatory reporter site) in order to satisfy the training requirement. For those completing the training off line, each U.S. Program will be responsible for maintaining a copy of the test results or other permanent record to demonstrate that each individual required to undergo the training has completed it.

Are minor volunteers required to complete the Protective Behaviors online training?

- No, only Class A volunteers who are 18 years of age and older are required to complete the online Protective Behaviors training, unless they are a current high school student.

PROTECTIVE BEHAVIORS TIMELINE/FREQUENCY

New Class A Volunteers/Staff

- U.S. Programs shall not permit a new Class A Volunteer applicant/staff member to participate as a Class A Volunteer until that person has completed the online Protective Behaviors training and that person must complete the training at least once every three years thereafter. The U.S. Program must maintain record of such completion

Existing Class A Volunteers/Staff

- U.S. Programs must ensure that all existing Class A Volunteers/staff members receive the online Protective Behaviors training at least once every three years. The U.S. Program must maintain record of such completion.

If a U.S. Program's leadership believes that it is not in compliance with this policy, the U.S. Program must contact Jina Doyle (jdoyle@amerspec.com) immediately to discuss its situation and how best to comply.

CONCLUSION

The implementation of the online Protective Behaviors training policy will help protect Special Olympics athletes from sexual, emotional and physical abuse. These materials were developed to help U.S. Programs provide Protective Behaviors training in the most time-efficient manner possible. Prompt implementation of the Protective Behaviors training may reduce a U.S. Program's exposure to future claims and litigation and adverse publicity.

Please feel free to contact Jina Doyle (jdoyle@amerspec.com) if you have questions regarding the Protective Behaviors requirement.