



Colorado Special Districts
Property and Liability Pool



Updating District Policies and Practices:

SB21-088 (Child Sexual Abuse Accountability Act)

Welcome

- Ann Terry, Executive Director
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- Anthony Sandoval, Program Manager

Overview of SB21-088 – Child Sexual Abuse Accountability Act

- January 1, 2022
- Civil action against the “actor” who committed misconduct on a child
- Civil action is extended to an employer or “managing organization”
 - Knew or should have known
 - Actor or youth-related activity – posed a risk for sexual misconduct

Big Picture

- Fresh look at procedures, supervision, training
- Policies and practices apply to all employees and volunteers
- Check in with human resources and legal services professionals

Implementation

- Updating training
- Hiring and current employment practices
- Documentation and Records

Updated Training

- Establish practices
 - Continue to evaluate
 - One-on-one interactions
 - Obtain caregiver contact information
 - Policy on when the organization is responsible for youth
 - Signing in and out
 - Communicate in writing
- Who and when to train?
- Document training material, keep records of who and when trained

Updating On-Boarding Process

- Add training on policies and procedures to on-boarding process
- Review employment manual
- Review volunteer manual
- Gather acknowledgment of training by signature
- Keep records and documentation of all training

Escalating and Resolving Reports

- Confer with professionals
- Update Training
- Update Manuals – employee and volunteer
- Document all reports
- Overlapping legal issues – confer with legal counsel

Resources

- *Ten Steps to Creating Safe Environments for Children and Youth: A Risk Management Road Map to Prevent Violence & Abuse.* Canadian Red Cross.
- Paul J, Audage NC. *Preventing Child Sexual Abuse Within Youth-serving Organizations: Getting Started on Policies and Procedures.* Atlanta (GA): Centers for Disease Control and Prevention, National Center for Injury Prevention and Control; 2007.
- National Sex Offender Public Website
 - <https://www.nsopw.gov/en/SafetyAndEducation/HowToPrevent>

Q & A

The purpose of the presentation is to provide tools for Special Districts to review their policies and practices – and to update these practices for new legislation; this information is not a substitute for legal advice. The SDA and CSD Pool always encourage Districts to work with their own legal counsel and human resource professionals who best understand your District's unique needs and concerns.