

## MODULE 1 Our Commitment to Youth Protection

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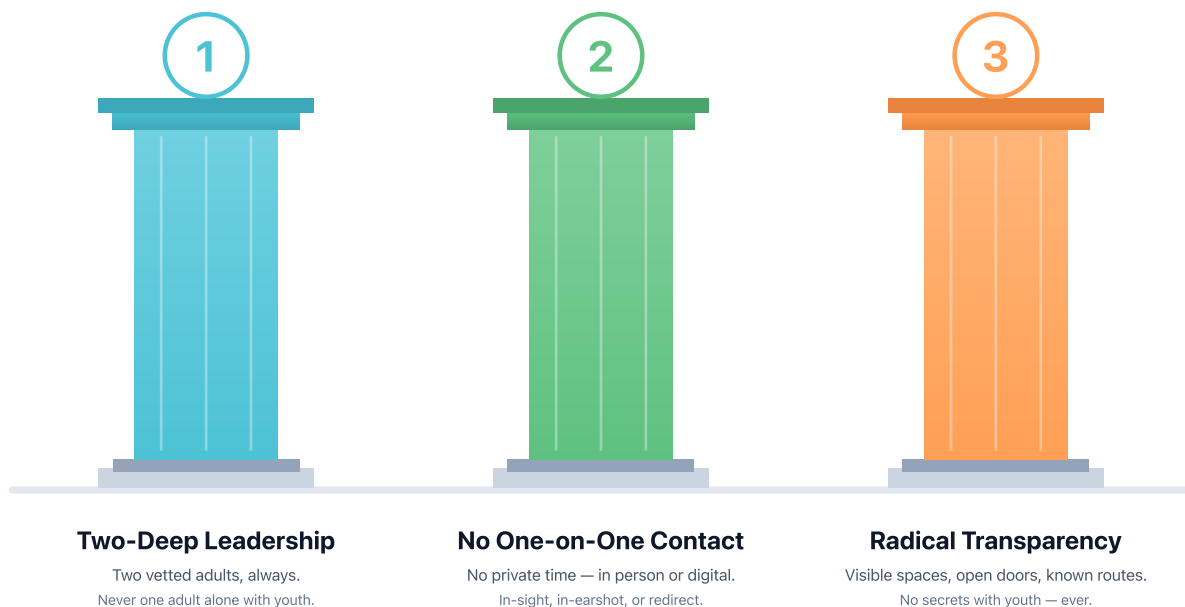
### LEARNING OBJECTIVES

- Understand why youth-serving organizations require a formal protection program.
- Describe Saints Global's three foundational principles: two-deep leadership, no one-on-one contact, and radical transparency.
- Identify your personal obligations as a Saints Global adult volunteer.

Child abuse is not rare. National studies indicate that roughly one in four girls and one in thirteen boys experience some form of sexual abuse before their eighteenth birthday. Most abuse is committed not by strangers but by trusted adults — family members, family friends, coaches, teachers, leaders in faith and youth-serving organizations.

Saints Global places adult volunteers in a position of trust with minors. That trust is precious and fragile. Every policy in this training exists to protect youth from abuse, to protect innocent adults from false allegations, and to protect the mission of Saints Global.

### The Three Pillars of Youth Protection



*Three pillars of youth protection: two-deep leadership, no one-on-one contact, radical transparency.*

**Two-deep leadership.** At least two vetted adult leaders are present at all Saints Global activities involving youth. "Vetted" means background-screened, YPT-trained, and on the Saints Global roster.

**No one-on-one contact.** No adult is alone with a youth participant who is not their own child — not in person, not by phone call, not by text, not by direct message, not by video call. All contact must include another vetted adult or the youth's parent/guardian.

**Radical transparency.** If in doubt, disclose. Share observations, concerns, and interactions with co-leaders and, where relevant, parents. Decisions about youth are made in the open.

These three pillars are non-negotiable. A Saints Global adult who knowingly violates any of them — even once — will be removed from service.

## MODULE 2 Recognizing Abuse

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### LEARNING OBJECTIVES

- Distinguish the major categories of child abuse.
- Recognize common warning signs that a child may have experienced abuse.
- Identify grooming behaviors by adults or older youth that precede abuse.

You cannot protect youth from what you cannot name. This module describes the categories of abuse and the behaviors that commonly precede them.

**Physical abuse.** Non-accidental injury inflicted on a child. Includes hitting, shaking, burning, choking, and any physical discipline that leaves a mark or causes harm.

**Sexual abuse.** Any sexual act with a minor, or exposure of a minor to sexual activity, imagery, or language. Includes acts that a minor is legally incapable of consenting to, regardless of the minor's apparent willingness.

**Emotional / psychological abuse.** Patterns of behavior that damage a child's self-worth or emotional development — constant criticism, threats, rejection, withholding of love, witnessing domestic violence.

**Neglect.** Failure of a caregiver to provide food, shelter, clothing, medical care, supervision, or emotional support adequate for the child's age and needs.

#### Warning signs in behavior:

- Sudden changes in mood, eating, or sleeping patterns
- Fear of a specific adult or place
- Regression to younger behaviors
- Knowledge of sexual content inappropriate for age
- Withdrawal from friends and activities
- Self-harm, substance use, eating disorders

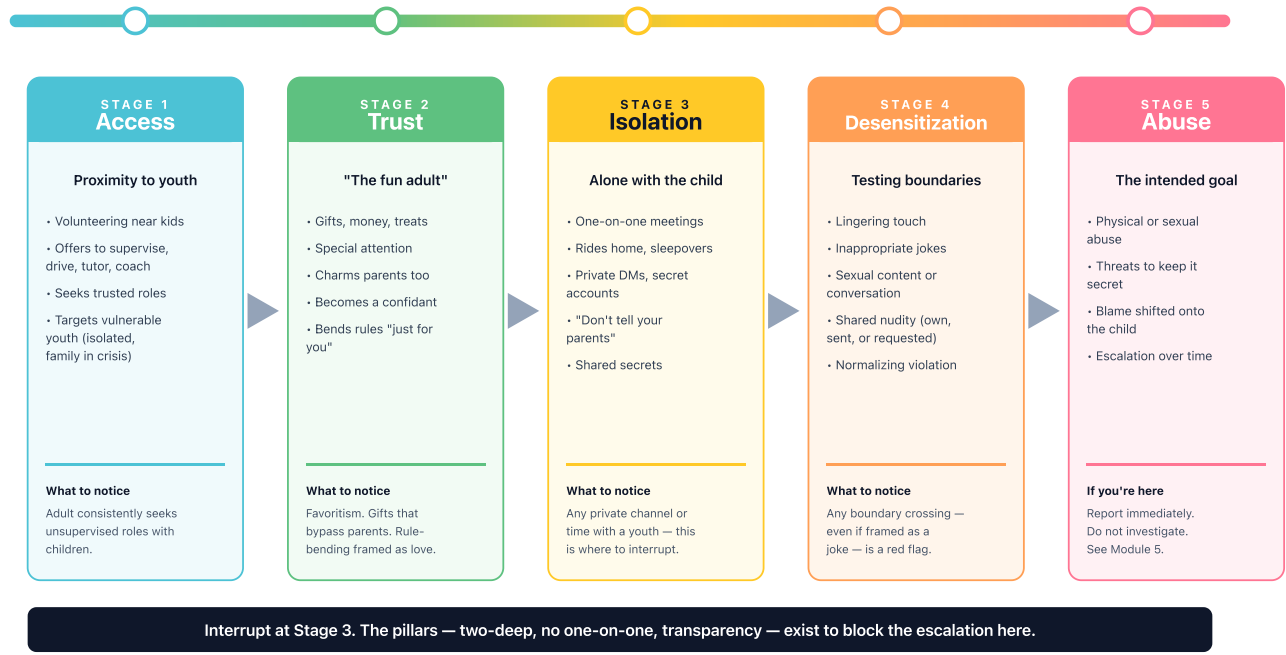
#### Warning signs in the body:

- Unexplained bruises, burns, or injuries
- Injuries at different stages of healing
- Difficulty walking or sitting
- Chronic unexplained pain
- Untreated medical conditions
- Poor hygiene despite available resources

These signs can have innocent explanations. Your job is not to diagnose. Your job is to notice, document, and — when suspicion rises to reasonable — report.

## The Grooming Pattern

A predictable sequence. Know it so you can interrupt it.



*Grooming often follows a recognizable pattern. Know it so you can interrupt it.*

**Grooming is the process by which an abuser builds trust with a child — and with the adults around the child — before escalating to abuse. Typical grooming behaviors include:**

1. Targeting a child who appears isolated or seeks attention.
2. Building trust with the family and insisting on access to the child.
3. Giving gifts, money, or special attention.
4. Filling a parental role — confidant, mentor, "cool adult".
5. Isolating the child from other adults and peers.
6. Introducing touch as a game, tickling, wrestling, or massage.
7. Sharing inappropriate content or conversations to normalize later abuse.
8. Using secrecy — "This is just between us."

## Scenario · The generous leader

### SITUATION

A volunteer has been buying snacks for a 14-year-old participant who mentions being hungry after practice. The volunteer has started texting the participant privately to ask how their week is going and has offered to drive the participant home alone.

### CORRECT RESPONSE

Interrupt the pattern. Report to Saints Global leadership. Even if the volunteer's intentions are innocent, the behavior violates two-deep leadership and no one-on-one contact, and the pattern is indistinguishable from early-stage grooming. Grooming is prevented by systems, not by guessing at intent.

## MODULE 3 Prevention Practices: Boundaries That Protect

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### LEARNING OBJECTIVES

- Apply two-deep leadership and no-one-on-one across every Saints Global activity.
- Identify safe and unsafe physical contact.
- Follow Saints Global travel, lodging, and restroom protocols.

Prevention works by building systems that make abuse difficult to commit and easy to detect. The rules below are not suggestions — they are the architecture of safety.

#### Two-deep leadership at every activity:

- Two or more vetted adults are present at every Saints Global activity involving youth.
- At least one of the two adults must be 21 or older for overnight activities.
- If the second adult is unexpectedly unavailable, the activity is canceled or delayed — a single adult never supervises youth.
- Parents of participating youth may serve as the second adult if they are YPT-trained; otherwise they supervise only their own child.

#### No one-on-one contact:

- No adult is alone with a youth who is not their own child, in any physical space — including cars, classrooms, offices, restrooms, or residential lodging.
- When a private conversation is needed (counseling, behavioral discussion), it occurs within sight of another adult but out of earshot — door open, visible windows.
- Electronic one-on-one communication is equally prohibited. See Module 4.

## Physical Contact Guide

Brief · Public · Welcomed · Appropriate to the context



### APPROPRIATE

SAFE · PUBLIC · WELCOMED

- Handshake**  
 Greeting, congratulation, introduction.
- High-five or fist-bump**  
 Celebration, encouragement — brief.
- Brief side-hug in greeting**  
 Public, shoulder-to-shoulder, seconds long.
- Pat on the shoulder or back**  
 Affirmation, brief, over clothing.
- Hands-on skill instruction**  
 With spoken permission and another adult present.
- First aid or emergency contact**  
 As needed, documented, another adult nearby.

#### Principle

If you would be uncomfortable with another adult watching — it isn't appropriate.



### NEVER ACCEPTABLE

NO EXCEPTIONS — NO EXPLANATIONS

- Lap-sitting or being held**  
 Regardless of the youth's age or request.
- Tickling, wrestling, horseplay**  
 Physical play that blurs boundary lines.
- Massages or back-rubs**  
 Never — even if the youth asks.
- Frontal or prolonged hugs**  
 Chest-to-chest, lingering, or repeated.
- Kissing or contact to private areas**  
 Including over or under clothing.
- Any contact not welcomed**  
 Verbal "no" or body language — stop, document.

#### If in doubt

Don't. Step back. Redirect. Ask another leader.  
 The youth's safety outranks any awkwardness.

*Appropriate vs. inappropriate physical contact guide for Saints Global leaders and volunteers.*

Safe physical contact is brief, public, appropriate to the context, and welcomed by the youth. Examples of generally acceptable contact: a handshake, a high-five, a brief side-hug in greeting, a pat on the shoulder for encouragement, necessary hands-on instruction in a skill (with spoken permission and another adult present).

**Contact that is never acceptable:**

- Any contact involving intimate areas of the body.
- Massage, tickling, wrestling, or piggy-back rides.
- Front-to-front hugs with older youth; lap sitting at any age.
- Kissing of any form.
- Any physical discipline.
- Entering a sleeping space used by a youth alone.

### Travel, lodging, and changing:

- No adult transports a single youth who is not their own child. Use two-adults-one-vehicle or parent transport.
- Adults and youth do not share sleeping quarters. Separate rooms, tents, or clearly separated spaces.
- Adults do not change or shower in the presence of youth; youth do not change in the presence of adults.
- Restroom buddy system: youth use facilities with a peer; adults wait outside the restroom, not inside.

### Scenario · The last one standing

#### SITUATION

After a Saints Global activity ends, one youth participant is still waiting for their parent to pick them up. The other volunteers have left. You are the only adult remaining, and it is getting late.

#### CORRECT RESPONSE

Call another vetted adult to come wait with you. If no one is available, wait with the youth in a public place visible from the street — never alone in a closed building or vehicle. Contact the parent and Saints Global leadership to report the situation. Document the wait in writing afterward.

## MODULE 4 Digital Safety & Electronic Communication

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### LEARNING OBJECTIVES

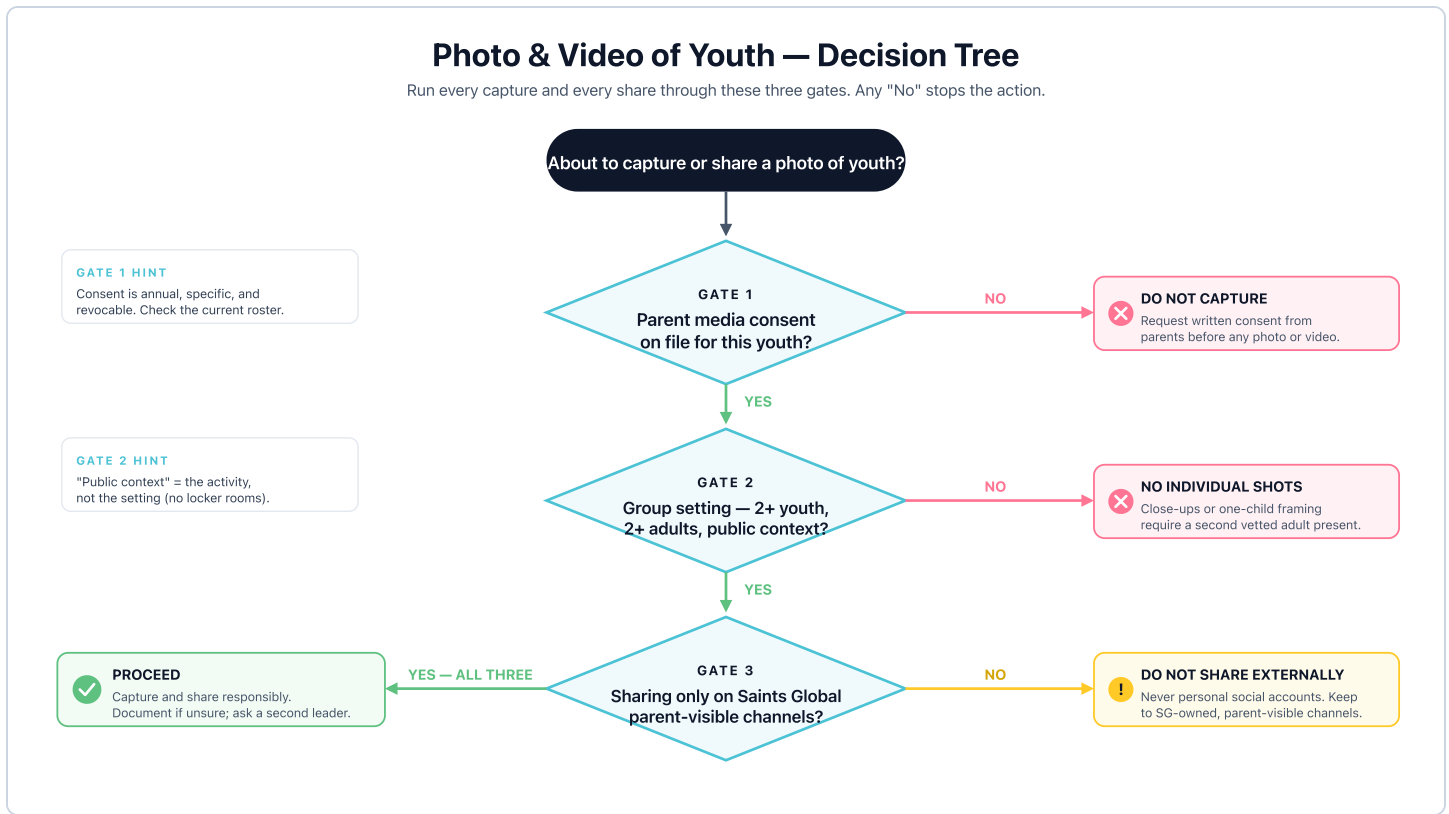
- Apply the two-deep principle to every digital channel.
- Recognize online grooming behaviors.
- Follow Saints Global rules for photographs, video, and social media involving youth.

Abuse has a digital dimension. The same rules that govern physical interaction apply online — and the stakes are equal.

#### Adult–youth electronic communication rules:

1. Adults never privately message a youth participant. All communication occurs in group channels that include at least two vetted adults.
2. Use official Saints Global platforms when available. Do not substitute personal DM accounts.
3. Parents are informed of any sustained communication with their child outside of scheduled activities and have access to the content.
4. Video calls follow the same rule: never one-on-one with a youth. A parent or second adult must be present on the call.
5. Social-media "friend" or "follow" relationships between adult leaders and youth participants require the knowledge of a parent; private channels (DMs) are off-limits.

If a youth sends you a private message, do not respond privately. Redirect to a group channel, loop in a parent, and document. An unanswered DM is not "cold" — it is the correct response.



*Photos of youth: who may take them, where they may be shared, and when parent consent is required.*

### Photographs and video of youth participants:

- Photos of youth may only be taken in group settings during approved program activities, and only by adults with permission from the Saints Global lead.
- Photos and video may not be posted to personal social media, cloud services, or messaging apps.
- Parent opt-in is required before a child's image is used in any Saints Global publication. See the Digital Privacy & Media Release acknowledgment.
- Leaders who take photos for program purposes must upload to official storage and delete from personal devices.

## Scenario · The friend request

### SITUATION

A 15-year-old participant sends you a follow request on a personal social-media account. They also send you a direct message asking you for a ride to an upcoming Saints Global event.

### CORRECT RESPONSE

Do not accept the follow request on a personal account. Do not reply to the DM privately. Screenshot the message for documentation, then respond through the official Saints Global group channel (with another adult visible) to confirm the transportation plan per Saints Global travel rules. Inform the parent and Saints Global leadership.

## MODULE 5 Responding to a Disclosure

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### LEARNING OBJECTIVES

- Respond calmly and supportively when a youth discloses abuse.
- Preserve evidence without investigating.
- Understand what to say and what not to say.

**A disclosure is an act of courage. Your response in the first minutes matters — both for the child's well-being and for any subsequent investigation.**

#### Do

- Listen without interrupting.
- Tell the child you believe them.
- Tell the child it is not their fault.
- Tell the child they did the right thing by telling.
- Keep your face and voice calm, even if you are alarmed.
- Write down what was said, in the child's own words, as soon as possible after.
- Report to the state hotline and to Saints Global leadership.

#### Do not

- Ask leading or investigative questions ("Did X touch you?").
- Confront the alleged abuser.
- Promise to keep it secret — you cannot.
- Ask the child to repeat the story to others.
- Photograph injuries.
- Express shock, anger, or disgust that the child could read as directed at them.
- Delay reporting to verify — reasonable suspicion is the standard.

You may say: "Thank you for telling me. I believe you. What happened was not your fault. I need to tell someone who can help keep you safe — that is what the rules require of me, and it is the right thing to do." Do not promise secrecy.

## Scenario · The pause in the parking lot

### SITUATION

At the end of an activity, a 12-year-old pulls you aside and says, "Can I tell you something? Promise you won't tell?"

### CORRECT RESPONSE

Do not promise secrecy. Say something like: "I want to hear what you need to tell me, and I care about you. But I can't promise secrecy — if you tell me something that means someone is hurting you, I'm required to tell people who can help. Is that okay?" If they proceed, listen, do not interrupt, and follow the Do / Do Not list. Call a co-leader over so you are not one-on-one.

## MODULE 6 Mandatory Reporting

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### LEARNING OBJECTIVES

- Know what to report, when, and to whom.
- Understand the immunity protections for good-faith reporters.
- Execute parallel reporting to civil authorities and to Saints Global leadership.

Saints Global adult volunteers are required by Saints Global policy to report reasonable suspicion of child abuse or neglect to the appropriate state child-welfare agency or law enforcement. In almost every U.S. jurisdiction, volunteers who work with children are also mandated reporters under state law.

**For a summary of your state's specific requirements, review the separate Mandatory Reporting acknowledgment, which is state-specific and must be signed independently of this training.**

1. Ensure the child is safe. Call 911 if there is immediate danger.
2. Document the facts in writing as soon as possible: what you saw or heard, when, where, who. Keep a copy.
3. Call the state child-welfare hotline or local law-enforcement per your state's requirements.
4. Notify the designated Saints Global leader in parallel. Your state-hotline duty is independent of Saints Global reporting.
5. Cooperate with follow-up. Do not investigate.

Good-faith reports are legally immune in every U.S. state and territory. Reporter identities are confidential by statute. Retaliation is prohibited.

## MODULE 7 Your Ongoing Commitment

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### LEARNING OBJECTIVES

- Understand the annual training and refresher requirement.
- Commit to reporting concerns about other adults, not only about youth.
- Protect your own conduct through documentation and peer accountability.

Youth protection is not a one-time certification. Saints Global adult volunteers complete refresher training on the schedule Saints Global prescribes (typically annually) and update training whenever a policy changes.

**Report concerns about other adults — not only about youth. If you see a fellow volunteer violating the two-deep rule, communicating privately with a youth, giving gifts, or blurring boundaries, you are required to report. Silence in the face of a policy violation is itself a violation.**

Protect your own conduct:

- Keep a brief log of your interactions with youth — who, when, where, what.
- Invite a co-leader to be present even when the rule does not strictly require it.
- Disclose boundary-crossing by others immediately; write it down.
- If a youth or parent expresses gratitude in a way that feels boundary-blurring, redirect to the team rather than accepting personally.
- Assume that every interaction could be reviewed by a co-leader, a parent, a Saints Global investigator, or a law-enforcement officer. Act accordingly.

Saints Global is a shared commitment. The policies in this training only work because every volunteer holds every other volunteer accountable. There are no exceptions and no private rules.

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## FINAL REVIEW & Affirmation

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Initial each affirmation to acknowledge you have understood and accept the obligation described.

*initial*

**I understand two-deep leadership and no-one-on-one contact.**

I will ensure that at least two vetted adults are present at every Saints Global activity, and I will never be alone with a youth who is not my own child — in person, online, or by phone.

*initial*

**I understand appropriate physical-contact standards.**

I will limit physical contact with youth to brief, public, context-appropriate interactions that are welcomed by the youth. I will never initiate contact that is prohibited by this training.

*initial*

**I understand electronic-communication rules.**

I will not privately message a youth by any channel. All communication will occur in group channels that include at least two vetted adults or that involve a parent/guardian.

*initial*

**I can recognize abuse and grooming.**

I will stay alert to warning signs and grooming behaviors. I will interrupt patterns that resemble grooming by reporting to Saints Global leadership, even without certainty of intent.

*initial*

**I know how to respond to a disclosure.**

If a youth discloses abuse, I will listen, believe them, not investigate, not promise secrecy, document in writing, and report.

*initial*

**I accept my mandatory-reporting obligations.**

I will report reasonable suspicion of child abuse or neglect to the state child-welfare hotline or law enforcement, and in parallel to Saints Global leadership, without delay.

*initial*

**I will report concerns about other adults.**

I will report policy violations by other volunteers immediately. I understand that silence in the face of a violation is itself a violation.

*initial*

**I commit to ongoing training.**

I will complete Saints Global refresher training on the schedule prescribed and will disclose to leadership any circumstance affecting my fitness to serve with youth.

**ACKNOWLEDGMENT**

**Adult volunteer signature**

By signing below, I certify that I have personally read and understood every module of this Youth Protection Training, that I have initialed each affirmation in the Final Review, and that I accept each standard as a condition of my continued service as a Saints Global adult volunteer. I will complete refresher training on the schedule Saints Global prescribes and will immediately disclose to Saints Global leadership any circumstance that would affect my fitness to serve with youth.

\_\_\_\_\_

Printed name Date (YYYY-MM-DD)

\_\_\_\_\_

Signature

Reviewed for production acknowledgement use on 2026-05-07.

This training does not replace state-mandated reporter training where that training is required by law. Complete your state's training as well.