Cadet Protection Basic Course

Training for adult volunteers on how to interact with cadets safely and reduce the risk of abuse

Civil Air Patrol National Headquarters
February 2015 edition

Format This course includes some reading (these slides), an online quiz, and a 5 minute summary conversation at your squadron.

Duration About 20 minutes

Overview

(1) Responsibilities for Today's Volunteers
- Introductory case study
- Course goals
- Abuse 101

(2) CAP Rules for Working with Cadets
- Standards of practice
- Boundary concerns
- Reporting reasonable suspicions of abuse

(3) Case study

(4) Quiz

(5) Summary conversation (at your squadron)

(1) Responsibilities of Today's Volunteers

Everyone has a part to play in keeping youth safe from abuse.

Just suppose for a moment . . .

"Stan" was awesome with cadets and possessed impeccable credentials. An federal official with a top secret clearance, in his "day job" he was entrusted with big responsibilities. People admired Stan. He was exactly the type of leader you'd want in your squadron.

Name a cadet activity in his area, and you'd find Stan participating. He was ubiquitous, and it seemed everyone respected him for constantly going "above and beyond." That's one great thing about CAP – the people are incredibly generous and civic-minded.

Abuse was never suspected. Sure, sometimes Stan told R-rated jokes, but only to older cadets. Adults who were new to one activity that Stan frequented voiced mild concerns with Stan's leadership methods, complaining that he'd keep some older cadets at his side like pets, but that was a minor problem that surely could be addressed over time.

Because CAP activities cost money, a disadvantaged cadet mentee often was in need of help, so Stan offered to pay the cadet's way, or lend him money, sometimes into the hundreds of dollars. But it was always kept quiet to save the cadet from embarrassment.

Stan's relationships with his mentees extended outside CAP. Facebook and smart phones enabled Stan to keep in touch, sending his favored cadets dozens of texts each week, at all hours of the day or night. By talking with one cadet so frequently, it was easy to begin with official business, then move into topics only tangential to CAP, to topics purely personal in nature, and finally to the adults-only topics Stan really wanted to discuss.

When CAP conferences or staff visits sent Stan out of town, he would sometimes have his favorite cadet in tow. (At the time, CAP allowed one-on-one contact, so there was nothing technically wrong with Stan and a cadet driving alone together for several hours en route to a conference, and besides, the cadet's mom gave permission.)

For long distance trips, he'd rent a hotel room. Knowing that his cadet travel partner could not afford a room of his own, Stan would share. At night, to wind down, Stan and the cadet would watch TV, or just for harmless fun, Stan would turn to the pornographic channels. And after watching for a while, well, he'd go just a little further.

Then, during one Facebook chat, Stan reminded the cadet of the fun they had watching movies and asked if the cadet wanted to meet up again, go to a hotel, drink beer and have "some more fun" together.

Little did Stan know that the cadet came to realize that this was an abusive relationship. The cadet had found the courage to tell Mom, who called the police. With the family's permission, the authorities had taken control over the cadet's Facebook. When Stan messaged the cadet, proposing they meet up, the police were waiting.

"I know how it looks and how I'm labeled," Stan said in response to news reports of his arrest, "but it's not what it appears." A month after making this statement, Stan pled guilty to charges that sent him to prison for ten years.

Course Goals

(1) Summarize basic facts about child (cadet) abuse.

(2) Describe CAP's strategy for preventing cadet abuse.

(3) Describe CAP's standards of practice for adult/cadet interactions, especially the two deep rule.

(4) Recall the definition of "abuse" and "boundary concern."

(5) Describe the duty to respond to boundary concerns.

(6) Identify the process for reporting reasonable suspicions of abuse.

CAP requires new adult volunteers to complete this course because we have about 25,000 teenaged cadets in our organization, aged 12 to 20.

It may be the case that your CAP interests will have you rarely interacting with them. Regardless, we believe the best way to protect our youth is to ensure every member understands CAP's expectations.

Moreover, the principles we'll discuss are good to know if you have children or grandchildren of your own who are active in clubs and sports.

Abuse 101

Most victims know their abusers. If you presume that abusers are dirty old men hiding in dark alleys, you are mistaken. In our hypothetical example, Stan was a pillar of the community who maintained a top secret clearance.

Abusers may be young or old, straight or gay, married or single.



Many victims hesitate to come forward. For this reason the problem of child abuse is surely worse than the police reports show. Youth organizations, sports teams, church groups, etc., are target rich environments for the potential abuser.

Most abusers pursue a long-term strategy of isolating a potential victim, gradually taking the relationship into inappropriate areas, and then somewhere down the road, when the opportunity is ripe, they make their move. That's exactly what "Stan" did in our hypothetical example.

Abuse 101 continued . . .

It is highly common for the abuser's friends and acquaintances to never suspect any wrongdoing by the abuser. The "superstar mentor" is the last person you'd expect to harm a young person. If the adult's behavior is a little strange, the adult bystanders tend to assume there's a good explanation. Knowing this, many abusers have clever explanations ready. Over-trusting him, Stan's friends believed his excuses.

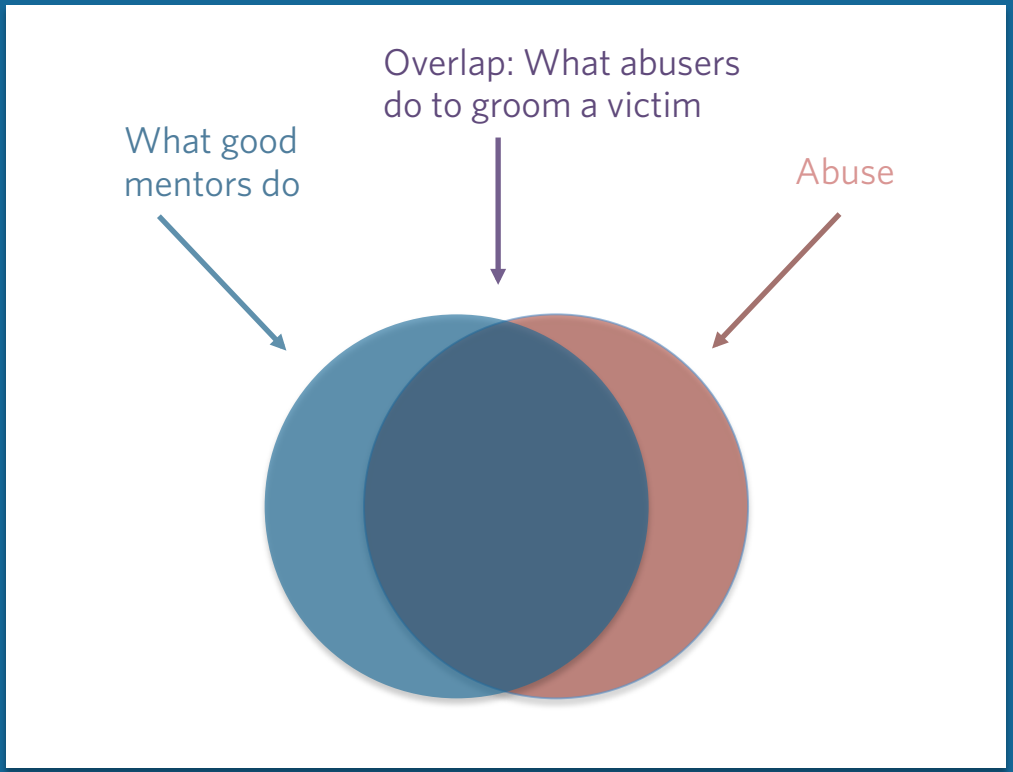
After an abuser is uncovered, friends and acquaintances are apt to look back in disbelief. "How could I be so stupid? There were so many warning signs, but I just didn't see them!" With Stan, it's obvious that the heavy volume of texts and calls, sharing of hotel rooms, long drives together, loans, unnecessary one-on-one contact, adult humor, and general favoritism, taken together, showed that he was grooming a victim.

Good people tend to over-trust their organization, too. They are naturally proud of their organization and may presume that the "national office" somehow always keeps the bad apples out. In the Scouting abuse scandals of the 1980s and 1990s, bystanders rejected warning signs about an adult who transferred into their unit, believing that the old unit and/or national office would have caught this guy if he was trouble.

Abuse 101 continued . . .

Good mentoring and wicked, sneaky behavior that abusers use to groom a victim overlap. For example, a good mentor will get to know a cadet, where he attends school, what his family situation is like, what his goals and worries are. An abuser might also get to know the cadet in a similar way. The good mentor's motives are pure. The abuser's are not.

Consequently, it isn't easy to spot an abuser. And, there's a potential for honest bystanders to get hoodwinked by the abuser's schemes because the abuser presents himself as a superstar mentor.



CAP's Strategy

In the 1980s and 1990s, a lot of organizations relied on fingerprinting and criminal background checks. Keep the convicted felons out of your organization, and the kids would be safe. Or so it was thought.

Fingerprinting alone does not protect youth. Someone who is yet to get caught will pass any background check. Someone who is fingerprinted one year and offends the next year could go undiscovered unless the organization re-screens its members periodically.

Heavy criminal penalties have not deterred abusers. Today, everyone knows that if you abuse a kid and get caught, you're going to prison. And yet abuse persists. Moreover, because we want to save kids from the lifelong harm that abuse causes, we have to create safeguards that prevent abuse from happening in the first place, versus simply calling the police when abuse is discovered.

CAP's strategy for preventing cadet abuse is built upon five pillars:



(1) Screening. While fingerprinting and conducting criminal background checks are not sufficient on their own, screening is a good way to keep known offenders out of our organization. Many long-time CAP members have seen a prospective senior visit the squadron who suddenly becomes uninterested in membership when told that we conduct criminal background checks.



(2) Standards. Here's what's new about cadet protection, compared with the 1990s-era program you may be familiar with. Today, CAP has strict rules governing adult / cadet interactions. In a few moments, we'll take a close look at those rules.



(3) Monitoring. Rules work only if people monitor and enforce them consistently. Ideally, local leaders will take a positive approach in monitoring CPP compliance. We want to "catch people doing things right" and commend that behavior so that it gets reenforced throughout the organization.



(4) Reporting. CAP specifies clear channels for reporting suspicions of abuse. And, if you think your local commander is part of the problem, CAP guarantees you will have free and open access to leaders at the next higher echelon.



(5) Training. Finally, CAP trains members like you how to interact positively and safely with cadets. Seniors who hold advanced positions or work closely with cadets will receive additional training through the Cadet Protection Advanced Course. Cadets will receive age-appropriate training, and CAP educates their parents or guardians on our cadet protection standards.

Important Terms

Abuse. Any recent act or failure to act on the part of a caretaker (e.g. CAP senior) that results in serious physical or emotional harm.

To abuse a young person is to cause them serious harm. Abuse is a crime.

In contrast, lackluster leadership is not abuse. Setting a bad example by smoking or drinking around cadets is not tolerated in CAP, but because those behaviors do not cause serious harm, they are not abusive. Likewise, being overly familiar with a cadet, playing favorites, and perhaps frequently touching the cadet on the shoulder are examples of inappropriate behavior that we don't want to see in CAP, but are not abusive.



Cadet on Cadet Abuse. Is abuse limited to adult on youth contact? No. One cadet could conceivably abuse another. The *Cadet Protection Basic Course* focuses on adult on cadet abuse because CAP believes that relationship needs more attention than the latter.

Hazing. Hazing is a special type of abuse involving cruel, humiliating, demeaning behavior. In CAP's military-style training environment, hazing is most likely to occur when a cadet or a senior sets an inappropriately high training intensity.

CAP discusses hazing and ways to set the "right" level of training intensity in CAPP 52-21, *Cadet Protection Implementation Guide.*

Important Terms continued . . .

Reasonable suspicion of abuse. A person may form a reasonable suspicion of abuse when two factors are present.

(1) The person has specific, credible information that one person has harmed another.

(2) If another experienced CAP leader had access to that same information, he or she would also suspect abuse.

It is possible to have a reasonable suspicion of abuse without having proof of abuse.

It is possible to have a suspicion of abuse that is not reasonable. "I saw Major Jones and Cadet Curry spend five minutes together in a closed door meeting." While we don't want one-on-one meetings behind closed doors, this example lacks specific, credible information that the cadet was abused during that short meeting.

Important Terms continued . . .

Boundary concern. You probably already understand that between positive, wholesome mentoring behaviors on one hand, and harmful, criminal behaviors on the other hand, is a wide grey area of behaviors that are inappropriate but fall short of abuse. These are called "boundary concerns," because one person is said to be overstepping the bounds of normal behavior that responsible people expect of one another.

A one-on-one, closed door meeting between a senior and cadet is a boundary concern. Perhaps no one suspects abuse in that scenario, CAP has decided to prohibit one-on-one interactions behind closed doors. To break that rule is to overstep the bounds, to disobey a CAP regulation, which we call a boundary concern.

We'll look at examples of boundary concerns in a moment.



Important Terms continued . . .

Duty to report. If you see something, please say something. No one is above the CPP rules. If you see someone violate our boundaries, tell your supervisor. If you're senior to the person, take them aside and give them a friendly reminder. On the other hand, if you develop a reasonable suspicion of actual abuse, report it right away. (We'll discuss reporting procedures later.)

(2) CAP's Rules for Working with Cadets

All members are expected to follow these guidelines.

Standards of Practice

We've discussed some basic points about abuse, and considered the five main pillars in CAP's overall youth protection strategy, and defined some key terms. Now, let's get into the nitty-gritty details of our new CPP standards of practice.

Standards of Practice continued . . .

Two Deep Leadership. This is the centerpiece of the cadet protection policy. Our general rule is that ***every cadet activity must be supervised by two adult leaders*** who are in "approved" status – two senior members who have been screened and completed the Cadet Protection Basic Course, for example. A cadet sponsor member can serve as the second "senior" because those individuals receive the same screening and training as regular senior members.

Why is two deep leadership so important? Remember that a clever abuser is looking for opportunities to isolate a potential victim, and gradually groom that young person for abuse somewhere down the road, when the time is right. If we refuse to allow that person one-on-one access with a cadet, we've made a huge step in reducing the risk of cadet abuse. Further, as adults, two deep leadership gives us piece of mind. We know that no one can credibly say we've harmed a cadet if we're always operating in two deep leadership.

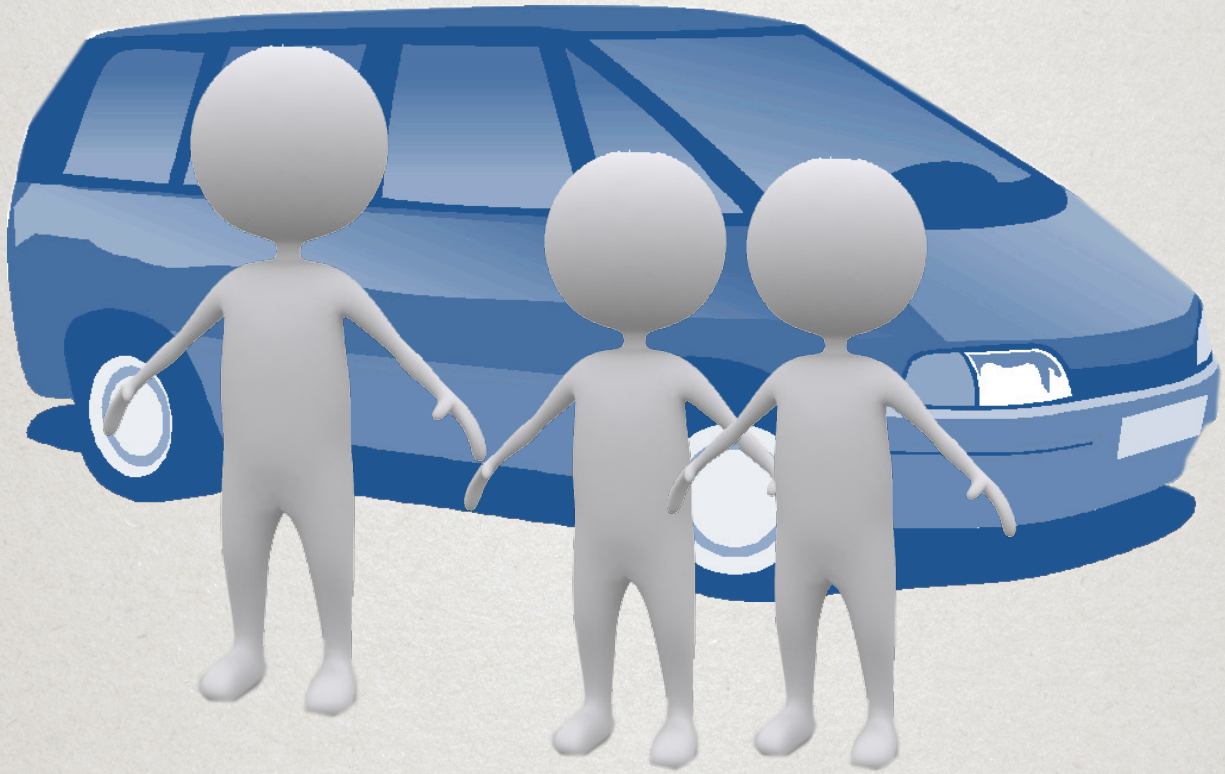
But sometimes there's a practical need to briefly get with a cadet and discuss something, but the second senior is teaching a class or perhaps you're a chaplain or medical services officer whom the cadet wants to see in confidence.

As illustrated by the image of Pope Francis offering his confession to a priest (right), it's possible to hold private, even deeply personal conversations, while remaining in full view of others.



Standards of Practice continued . . .

How does two deep leadership apply when transporting cadets? If a generous senior is willing to allow a cadet to ride to and from a CAP activity with him or her, a third person must travel with them. Of course, a cadet and adult who belong to the same household, such as a mother / son relationship, are exempt from the transportation rule of three.



Standards of Practice continued . . .

This is a good moment to revisit the topic of risk management.

Suppose a single mom is unable to drive her cadet to CAP, and a senior member lives nearby, so if the mom and the senior agree, why can't the senior drive the cadet, with just the two of them in the car together? What business is it of CAP's to interfere? Risk management is the key issue.

The experts agree that one-on-one contact in a setting like this is exactly what an abuser is looking for, particularly if the two people carpool every week. Real kids have been seriously harmed because a "nice guy" was willing to drive a young person alone.

CAP is not telling the mom who she can or cannot allow to transport her child. However, CAP is saying that if an adult wants to be a senior member, he or she must comply with the transportation rule of three because it is such an effective way to thwart a would-be abuser's efforts to isolate and groom a potential victim.

Fine Point: If the senior and cadet have a longstanding relationship that predates CAP – maybe they're next door neighbors – then that senior can be treated like a relative and drive the cadet in a one-deep situation.

Standards of Practice continued . . .

There are two situations where the two deep rule is not applicable: flying and real-world missions.

If you're flying cadets, please try to have two passengers on board, if weight and balance allow. With gliders, of course, that's impossible. In the case of formal flight instruction by a CFI, the two-deep rule is waived. And, it's okay to have just one senior on the ground supervising cadets, if they're expected to be waiting no more than 30 minutes.

Second, *with real-world missions*, our focus is on the people who need our urgent support, so the two deep rule is waived, but of course if you can launch a ground team with two seniors, for example, please do so.





Standards of Practice continued . . .

Bright Line Rule on Fraternization. There's an inherent power imbalance between cadets and seniors. Therefore, CAP prohibits seniors from dating or having romantic or intimate relationships with cadets, regardless of circumstance.

Seniors are Like Teachers. Society observes this rule in similar situations. College professors, for example, are prohibited from dating their students, even though both individuals are adults. Of course, every one is free to date whomever they choose, unless prohibited by law, but that does not mean they can do so while maintaining their CAP membership.

College-Age Members. In CAP, the cadet / senior fraternization scenario often appears when two cadets are dating and one ages-out of the Cadet Program a bit ahead of the other. The couple could transfer to senior status simultaneously, or the older individual could briefly let his or her membership lapse, then return to CAP when the younger person is ready to transfer to senior status.

Cadet to Cadet Dating. Cadets are free to date fellow cadets, provided no laws are being broken. However, CAP discourages dating relationships where one cadet is significantly older than the other, or when one cadet wants to hold a position in the chain of command of the other.



Standards of Practice continued . . .

Favoritism. Every cadet deserves the benefit of your leadership. No cadet deserves more than his or her fair share of attention and praise.

Favoritism is a warning sign, a possible indication that an individual is attempting to groom a victim. Seniors are expected to make an effort to avoid singling certain cadets out for special attention. With parent / child relationships, favoritism is difficult to avoid, but thankfully the special attention is not usually a precursor of abuse. Favoritism in the parent / child situation is a leadership challenge. But favoritism between a senior and an unrelated cadet is cause for concern.

Standards of Practice continued . . .

Social Media & Communications Outside CAP

In this age of social media, it can be a challenge to find the right balance between being the mentor who is available without succumbing to the easy tendency of blurring the adult / youth boundaries.

When interacting with cadets via email, please copy a third person for the sake of transparency, except perhaps for the briefest of messages ("I'll be there in ten minutes…").

If using social media like Facebook, please post to the wall, not through private messages.

The best mentors find ways to open the lines of communication with cadets. We want to encourage senior / cadet interactions because that's how mentoring is accomplished. At the same time, we want senior / cadet communications to be as transparent and professional as possible.

Why? Again, it guards against grooming behaviors by limiting a type of one-on-one contact. CAP is educating cadets about this rule, so if a cadet notices a certain senior is always sending emails, text messages, Facebook messages, or whatnot, the cadet will know that that behavior is outside the normal rules. And, in your conversations, limit the discussion to official business or mentoring topics appropriate for teens. Seniors and cadets can be friendly, but never truly friends because they are not equals; adults and youth are not peers.

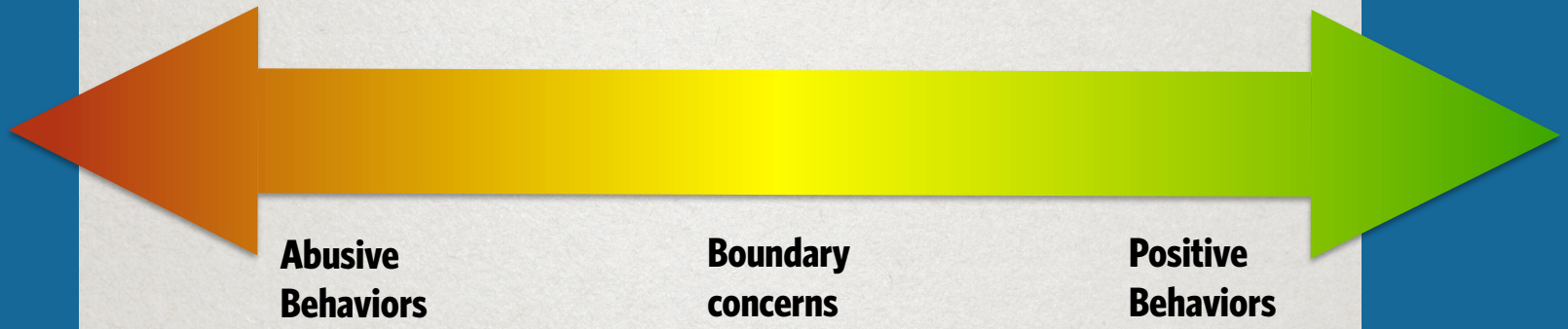


Standards of Practice continued . . .

Continuum of Positive, Negative, and Abusive Behavior. Some behavior is clearly wholesome. Other behavior is clearly wrong. It's that grey area in the middle that can be confusing.

On the next two pages, we'll look at some practical examples of how CAP categorizes each type of behavior.

Keep in mind that the middle column – *boundary concerns* – are **not** abuse. They're just examples of conduct that falls short of the positive behavior we want to see.



This is abuse, and it's never tolerated

Let's stay safe by avoiding this behavior

This is the behavior we want to see.

Abusive Behaviors

Physical Abuses

1. Non-accidental trauma in the form of hitting, punching, or similar displays of bodily force
2. Corporal punishment
3. Threatening violence, brandishing a weapon

Sexual Abuses

1. Intentionally touching, either directly or indirectly, the genital region, buttocks, or breasts
2. Attempting to view another person who is naked, or to be viewed by another while naked, for a lewd or sexual purpose
3. Physical contact during personal time (showering, changing clothes) for a lewd or sexual purpose
4. An adult intentionally exposing or enticing a cadet to view sexually-explicit text, images, or dialogue

Boundary Concerns

Adult Supervision

1. Permitting high adventure activities without following CAPR 52-16's guidelines
2. Not exercising adequate supervision per CAPR 52-10
3. Not providing sufficient sleep or crew rest
4. Electronically communicating with cadets contrary to the CAP standards of practice
5. Not ensuring cadets have ample access to water, restroom breaks, or food
6. Not protecting cadets from the elements or not heeding the hot weather guidelines of CAPP 52-18

Physical Contact

1. Deliberately touching another person without permission, even if in public (e.g.: adjusting a rappel harness without the cadet's permission)

Dating / Social Interactions

1. Cadet to cadet flirting or persisting to pursue a romantic relationship after the other cadet has said "stop."
2. Mutually welcomed public displays of romantic affection between cadets

Positive Behaviors

Physical Contact

1. High-fives, handshakes, pats on the back, congratulatory or sympathetic hugs when mutually welcomed and at socially acceptable moments, etc.
2. Touching to assist with uniforms or gear after being granted the cadet's permission
3. Pinning grade insignia in promotion ceremonies
4. Physically assisting another on an obstacle course, etc., with the individual's consent
5. Quickly reacting to an imminent hazard, such as catching a cadet who is about to fall or grabbing a cadet who is about to step into oncoming traffic

Dating / Social Interactions

1. Cadets dancing together at parties in a socially acceptable manner at appropriate CAP activities
2. Cadets who are in a dating relationship conducting themselves in a spirit of professionalism during CAP activities and making efforts to avoid an appearance of impropriety – for example, not sitting together at meals, not spending free time alone together, not sending text messages to one another during the event

This is abuse, and it's never tolerated

Let's stay safe by avoiding this behavior

This is the behavior we want to see.

Abusive Behaviors

Emotional Abuses

1. Making derogatory remarks about an individual's race, gender, religion, or sexual orientation
2. Manipulating or attempting to coerce or blackmail
3. Fraternizing; a senior dating a cadet
4. Enticing a cadet to lie about a significant matter; or to disobey a law, regulation, or an adult

Controlled Substances

1. Providing alcohol, tobacco, or illegal drugs to cadets

Hazing

1. By definition, hazing is abusive. It typically takes the form of physical, sexual, or emotional abuse.

Duty to Report or Intervene

1. Failing to intervene or report (when reasonably safe to do so) to stop the above behaviors when witnessed or after developing a reasonable suspicion of abuse and when failing to intervene or report creates a risk of imminent harm; (applies to adult leaders only)

Boundary Concerns

Manners & Professionalism

1. Over-sharing personal information of an adult nature
2. Using profanity repeatedly, apart from a slip or two
3. Drinking alcohol in the presence of cadets or when likely to encounter them (drinking in moderation at an adult social is ok)
4. Disparaging other CAP adult leaders in front of cadets

Favoritism

1. Bestowing gifts or favors upon cadets that are not available to others of the same grade or position

Leadership Methods

1. Not reducing training intensity that, though theoretically right for the situation, is obviously distressing the cadet
2. Using physical exercise as a form of punishment

Duty to Report or Intervene

1. Failing to intervene or report abusive behaviors (left column) when witnessed or after developing a reasonable suspicion of abuse, if no apparent risk of imminent harm exists; (applies to adult leaders only)
2. Failing to respond to another person's boundary violation

Positive Behaviors

Public Praise & Camaraderie

1. Granting special privileges or forms of recognition, if applied in a consistent manner (e.g.: $10 gift to all cadets upon their earning the Wright Brothers Award)
2. Occasionally using complimentary nicknames (e.g.: "Cadet Einstein just aced another test. Great job!")
3. Occasionally and light-heartedly teasing without repeatedly focusing upon the same individual(s) (e.g.: "Slow down, Speedy Gonzales, this is drill, not a race")

Financial Assistance

1. Buying lunch at an activity for a cadet who needs one and has no money
2. Routing scholarships or special financial aid to a particular cadet through the unit, if valued at $50 or greater, and keeping the donor's identity anonymous to the cadet

Flexibility for the "Real World"

Adult leaders might have relationships with cadets outside of CAP:

Professionals. Physicians, teachers, and clergy might have a professional relationship with a cadet (patient, student, parishioner) involving one on one contact.

Child's Friend. Maybe an adult leader's child will have cadet friends over the house, which could result in one deep leadership.

Chance Encounters. It's always possible that adult leaders will bump into cadets around town.

Neighbors. Some cadets and adult leaders are neighbors. In fact, one might have recruited the other.

Friends of the Family. Some adult leaders are friends with a cadet's parents, and have a longstanding relationship with the cadet that exists prior to CAP membership.

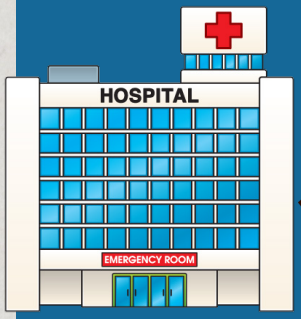
Coworkers and Employers. Perhaps the adult leader is employed by a company that hires lots of teens, including a cadet, which puts the adult leader in a one deep scenario at work.

In these situations, the adult is exempt from the two-deep leadership standard. Why?

First, there is less risk of abuse because the adult and cadet have maintained a positive relationship prior to one of them joining CAP. It's unlikely that the adult is targeting the cadet for abuse in that scenario.

Second, we all live in the real world and so we deserve a CPP that acknowledges we sometimes interact with cadets outside of CAP, while at the same time not tolerating adult leaders attempting to isolate and groom victims they met through CAP.

doctor / patient





teacher / student



neighbors & family friends



chance encounters

Show You're Alert to Boundary Concerns

Speak Up. If you see something, say something. If you notice a fellow member is not playing by CAP's cadet protection rules, speak up. We'll tell you how in a moment.

Innocent Mistakes. The vast majority of people who overstep CAP's normal bounds of adult / cadet relationships do so without sinister intent. More likely, they're having fun and forgetting that the teenaged cadets are not their peers.

Your Alertness Keeps Kids Safe. But if that adult is attempting to groom a potential victim, when another adult takes notice of the peculiar behavior we call a boundary violation, the would-be abuser becomes less likely to continue his efforts. Academic experts have found that when the adult bystanders in the organization show they are alert to their group's rules, that alertness lowers the kids' risk of being harmed.

How to Respond to a Boundary Concern

How do you speak up about peculiar behavior? What do you say if a fellow member's actions depart from the norms CAP sets for adult / cadet interaction?

Be tactful. When responding to a boundary violation, you're providing a friendly reminder. Speak with the fellow member off to the side; this isn't a public reprimand.

Assume the best. Honest people sometimes forget the rules. The goal is to redirect the person's behavior, not to punish them. Give the other person the benefit of the doubt. Don't accuse or even imply that the other person is up to no good.

> *Hey Bill, just a second please (speaking privately), you're such a generous person, it's not surprising that you volunteered to give Cadet Curry a ride tonight. But remember, we have a transportation rule of three, so next time let's get a second cadet or senior to join the carpool, please.*

Keep it informal. Boundary concerns should be handled informally, unless the problem persists, in which case commanders can take progressive action over time.

Talk with your commander. If you're too uncomfortable taking action yourself, that's okay, but share your observation or concern with your commander.



Reporting Suspicions of Abuse

I'm not sure, but I think that a cadet has been abused.

What do you do if you think you have a reason to suspect actual abuse?

First, pause and ask yourself, Is my suspicion reasonable? Do I have specific information – not just a gut feeling – that makes me suspect abuse?

Ask yourself, Is that information credible?

Try to consider the matter from a different point of view. If a CAP member who has experience working with cadets knew what you know, would he or she suspect abuse?

If you answer yes to those questions, then you have a "reasonable suspicion of abuse" and you need to act.



Reporting Suspicions of Abuse continued . . .

I have a reasonable suspicion of abuse. What do I do now?

CAP requires you to first ensure the young person is in a safe place.

Then, call your wing commander. Your wing commander, wing legal officer, and general counsel at national headquarters might have have more experience dealing with a situation like this, so it's helpful to get them involved.

If you feel morally compelled – if you've caught an abuser red-handed, for instance – of course you have the right to call the police on your own right away.

What about my immediate supervisor? Do I contact him or her first, and then go to my wing commander?

That decision is up to you. Generally, if you can keep your immediate boss informed, please do so. But if you have a reasonable suspicion of abuse, you need to call your wing commander, even if your supervisor disagrees.

After you call your wing commander, do not discuss the matter with anyone. Don't feed the rumor mill. Step back and allow the senior leaders to respond to the problem.

Again, what counts is that you (1) ensure the cadet is safe from imminent harm, and (2) you call your wing commander.



(3) Case Study

As you read the case, look for warning signs and think about the alternatives Capt Arnold could have considered

Case Study: Capt Arnold & Cadet Curry

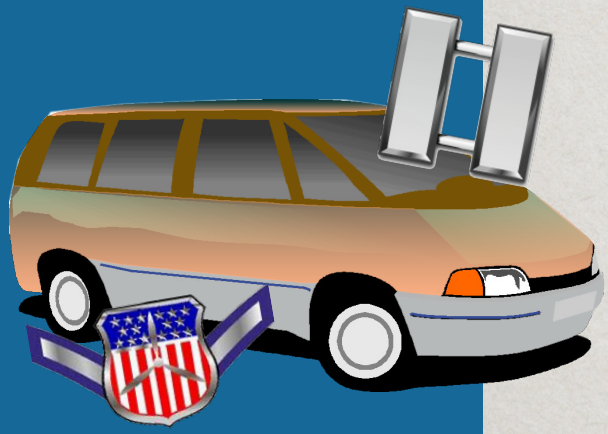
Cadet Curry was a troubled young woman. Fortunately, CAP's structure and positive role models were a good influence in her life.

Capt Arnold, her squadron commander, wanted to help. A longtime CAP volunteer, he had seen other troubled youth come through the program, and knew that adult leaders could make a real difference in kids' lives.

Aware that the Curry family could not drive their cadet to CAP, Capt Arnold routinely brought her to and from CAP meetings. It was so important, he believed, for Cadet Curry to stay active as a cadet. Her cadet peers were pretty good kids. Many were college-bound. Everyway you looked at it, CAP had much to offer to Cadet Curry.

One day, Cadet Curry was talking with Capt Arnold when she let slip the fact that she often spent Saturday nights drinking with some older boys and having sex. Was this a plea for help? Evidence that this disadvantaged kid was at risk for big trouble in the near future?

During Capt Arnold's and Cadet Curry's drive home together, Capt Arnold suggested they stop for ice cream. They each got their sundae and sat down at a picnic table, in full view of several other restaurant patrons. As gently as he could, Capt Arnold told Cadet Curry, "The drinking and the sex you mentioned . . . You're on the wrong path. You're hanging out with the wrong crowd. You'll be happier and more successful if you break ties with that group and instead focus on school and CAP activities. I think you've got a lot of friends in the other cadets."



Cadet Study continued . . .

Two weeks later, Cadet Curry tells her mom that Capt Arnold had been pressuring her to discuss details of her sex life. She claimed that Capt Arnold was a dirty old creep who wanted her to watch porn on his home computer so she would see how vile and disgusting pre-marital sex is. The next day, on the mother's complaint, the police arrest Capt Arnold for contributing to the delinquency of a minor.

Capt Arnold denies any wrongdoing. He's the good guy, the role model trying to steer this cadet toward a positive, safe path. "I never asked her details about her sexual history, I never suggested she come to my house, let alone watch porn with me," he tells the police.

"But you did spend a lot of time alone with her?" asks the police officer.



"No," Capt Arnold replies.

"The family says you gave her rides to CAP, on your own, all the time."

"Yes, just to be helpful."

"We've found several emails and text messages where you're asking her where she is, what she's doing, and if you can see her. Isn't that a little strange? Do most men your age exchange frequent texts with fifteen year old girls?"

"I was just trying to get her to stay active in CAP, and to show her that I care about her well-being. I've been married for forty years and have grandkids her age. Don't be sick."

"And you've been seen talking with her at the ice cream shop, alone."

"Yes. But I didn't do anything wrong."

"And yet she says you know about her boyfriends and you always want her to tell you about her sex life."

What Capt Arnold Didn't Realize

Abusers are straight and gay, married and single. The fact that he's happily married does not place him above suspicion.

Frequent, isolated one-on-one contact is a warning sign.

Frequent text messages sent privately signal another warning sign.

Taking a cadet outside of the CAP environment for counseling is a warning sign.

How Capt Arnold Could Have Protected Himself

Instead of driving the cadet on his own, he should have tried to find another cadet or adult to join the carpool, or asked the parent of another cadet if Cadet Curry could travel with them, in the safety of a "transportation rule of three."

Capt Arnold could have told Cadet Curry, "I'm worried about you," at the squadron headquarters, with a second senior present, instead of alone at a restaurant.

Perhaps Capt Arnold could have found a way to share his concern with the mom.

When contacting Cadet Curry in the time between meetings, it would have been wise to copy another senior on the emails, for the sake of transparency. Better still, maybe the parent's email was available in eServices?

PROTECT YOURSELF. Let's assume that in this story Capt Arnold didn't harm anyone. Even if in truth he was an unsung hero, he could have made smarter decisions. You can mentor and guide cadets without committing what CAP calls a boundary concern. The "boundary" exists to protect you from false accusations.

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Senior members cannot date cadets. No exceptions.

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Report reasonable suspicions of abuse. Call your wing commander if you have specific, credible information that would suggest to a reasonable person that a cadet has been abused.



To learn more,

see CAPP 60-15, Cadet Protection Implementation Guide, and/or take the Cadet Protection Advanced Course online.

*capmembers.com/*CadetProtection

