

YOUTH PROTECTION GUIDE

MAGIC YOUTH RALEIGH

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This booklet is intended as a guide for protecting the youth and adult members of *Magic Youth Raleigh*. This manual was developed through the direction and leadership of Magic Youth Raleigh Program Director Roger C. Way.

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A BRIDGE

An old man traveling a lonely highway
came at the evening cold and gray
to a chasm, deep and wide.

The old man crossed in the twilight dim
for the sullen stream had no fears for him.
But he turned when he reached the other side
and built a bridge to span the tide.

“Old man, “cried a fellow pilgrim near,
“You are wasting your strength by building here.

Your journey will end with the ending day
and you’ll never again pass this way.

You’ve crossed the chasm deep and wide.

Why build you a bridge at eventide?”

And the builder raised his old gray head,
“Good friend, on the path I’ve come,” he said,

“There followeth after me today
a youth whose feet must pass this way.

This stream which has been naught to me

To that fair-haired boy may a pitfall be.

He too must cross in the twilight dim.

Good friend, I build this bridge for him.”

Will Allen Dromgoole

OUR MISSION

Magic Youth Raleigh provides safe, positive, and professional training and guidance in the theatrical performance art of magic to young magicians across the Triangle.

OUR GOALS

- To educate young magicians on the ethics, history and skill of the international magic community;
- To provide a safe and professional mentoring association between skilled adult and gifted youth members;
- To promote positive self-esteem and confidence among serious young magicians;
- To sculpt our magical youth into adults who will honor the ethics and fraternal traditions of the magic community; and
- To project community awareness of magic as a valued theatrical art and community service.

Our youth program is only as strong as our reputation. As adult participants in this program, we accept the positions of mentors, role models, and protectors of our wards. The guidelines presented herein are mandatory for all adult and youth members and guests participating in this program. Any deviation from these policies will result in immediate removal from the program. Please report any known or suspected deviations to the program director immediately.

POLICY FOR MANAGING A SAFE AND PRACTICAL YOUTH PROGRAM

The art of magic appeals to the imagination and wonderment of children. As magicians, our skills and talents often draw children to us. Sadly, this makes our art a desirable platform for pedophiles and sexual offenders. This attraction requires vigilant measures to protect our teens, mentors, and youth program sponsors from harm, suspicion, and accusation.

What Is a Pedophile—a pedophile is an older teen or adult with a sexual preference for prepubescent children, typically 13 or under, of either sex. The term can be used to describe anyone who fantasizes about, is sexually aroused by, or experiences urges toward children, whether or not they act on them.

Most psychologists believe that people with pedophilia will eventually act on it in some way — by exposing themselves to, spying on, or sexually touching children. About four percent of the population is believed to have pedophilic urges. Psychologists now categorize it as a sexual orientation much like heterosexuality and homosexuality, in the sense that the sexual attraction to children appears to be involuntary and remains stable over time. Pedophiles who act on their urges cause grievous harm to young children, leaving them with emotional scars that can last for decades.

What Kind of People Become Pedophiles? According to current F.B.I. profiles, around ninety-four percent of pedophiles are male with roughly six percent being female. The percentage of female predators, however, is rapidly climbing. Most pedophiles function as ordinary members of the community like former Penn State defensive coordinator Jerry Sandusky, the man accused of sexually abusing children in his sports program.

About forty-four percent of convicted pedophiles either are or have been married, and a vast majority of pedophiles have normal sexual relationships with adults. Less than seven percent say they are exclusively attracted to children.

Pedophiles can be teens. They can also be single, married, divorced, parents, grandparents, straight, gay, white collar, blue collar—anyone.

The majority of child molesters do not abuse children at random. For all the worries about "stranger danger," seventy percent of reported abuses involve an offender who is known by the child, including relatives.

Many pedophiles take voluntary positions or jobs that allow them to be close to children, such as Scout leader, coach, teacher, or priest. Pedophiles usually select targets carefully, and "groom" them over a period of months with gifts, attention, and special trips. Only then, after gaining the child's trust, do they initiate sexual contact.

Therapists state that pedophiles often feel guilt and shame about their activities, but are unable to control their urges and actions. There is no cure that can make the sexual attraction

to children go away. The F.B.I. reports that up to fifty percent of convicted pedophiles re-offend.

Law enforcement has generated a list of red flags to watch for in adult behavior, culled from studying offenders. Experts warn that lists can be dangerous because almost everyone fits some of these categories. Not every man who lives with his parents or left a job without explanation is a child molester, obviously. Taken alone, none of these categories means anything. But the more items a man, woman, or teen fits, the experts say, the more suspicion is warranted:

- **He or she shows excessive interest in children** . Defining excessive is difficult. But if someone's interest in children seems too good to be true, maybe it is. Watch for an adult who buys children gifts or wants to take them on special outings alone. Beware of anyone who wants to be with a child more than the parents do.
- **His or her associates and friends are all young.** Many pedophiles have few adult friends and tend to relate more easily to children or young teens. They prefer to hang around the children or teens rather than spending time with people their own age.
- **He or she shows specific gender and sex preferences.** True pedophiles prefer children in a certain age range, so watch for any adult who seems to focus attention on children of a specific age. Those attracted to older children tend to prefer boys.
- **He or she focuses on vulnerable children.** Pedophiles frequently target children from dysfunctional families, lavishing them with attention they never received at home. That attention often cements a bond between victim and molester that is difficult to break and explains why many victims never come forward.
- **He or she places himself in a position to access children.** Sometimes the pedophile will seek a job, such as teacher, school-bus driver, or camp counselor to be near children. He may operate a business that attracts them. Gaining access is one of the most important indicators of a pedophile.
- **He or she excludes adults.** The pedophile will continually try to get children into situations where there are no other adults around, such as a weekend or overnight trip. He will often use a ploy to get a child out of his clothes, such as spraying him with a hose or suggesting he take a shower after a workout.
- **He or she has youth-oriented decorations or attractions in his house.** He may have posters of music stars, for example, or video games and toys. He may collect toys or dolls, build models, or perform magic tricks (*Editor Note: Straight from the F.B.I. profile*).
- **He or she photographs children frequently.** This doesn't have to be child porn. He may take lots of photos of children fully dressed at rock concerts, parks or sports contests.
- **He or she shows children pornography.** Any adult who shows sexually explicit material to children of any age should be viewed with suspicion. Almost all pedophiles collect child porn or erotica.

- **He or she lives alone** or with his parents, is single, and doesn't date.
- **If he or she is married**, he or she may have a sexless marriage.
- **He or she changes jobs and moves frequently.** When confronted, pedophiles are often asked to leave a job or town by someone in authority, according to the F.B.I. profile. They may have been caught or suspected, but not arrested or convicted. This is still a common way to deal with the problem. As a result, pedophiles sometimes show a pattern of leaving good jobs with no explanation. Some also have a history of premature separation from the military for the same reason.
- **He or she had limited social contact as a teen.** The pedophile's sexual preference for children usually starts in early adolescence. As a result, he may have shown little interest in people his own age as a teenager and will often have been described as "quiet" or a "loner."

No responsible adult sets out to create a program that places our youth, our adult volunteers, or the sponsoring organization at risk. Magic Youth Raleigh requires compliance with the following policies to effectively reduce opportunities for abuse within this promising youth program. These policies focus on volunteer selection and on maintaining sensible barriers to abuse.

Educating adult mentors and leaders on these policies and enforcing these policies is the responsibility of the club executive committee and the appointed club Director. Known or suspected deviations from these policies will be reported directly to the executive committee without hesitation.

Adult Leadership—Every adult mentor position carries the potential for exploitation and harmful manipulation of inexperienced youth members. Magic Youth Raleigh relies heavily upon the outstanding moral quality of skilled and dedicated adult volunteers. It is the responsibility of the chartered executive committee to personally recruit and vet the most reliable and moral volunteer to serve as a club Director.

For their own protection and for that of the program, the executive committee must seriously consider removing any individual—adult or teen—upon the slightest hint of impropriety or irresponsibility.

Understand that no current screening technique exists that can definitively identify every potential child molester. We can, however, greatly reduce the risk of allowing a predator access to this program by learning all we can about an applicant's experience and interest in our youth, why he or she wants to be an adult advisor or mentor, and what skills he or she brings to the program. As a minimum, the Magic Youth Raleigh application process will include at least one of the following background check methods:

1. National Sex Offender Check: All adult applicants will be checked against the Department of Justice National Sex Offender Registry. This can be accessed free of charge at: <http://www.nsopw.gov/Core/OffenderSearchCriteria.aspx>.

2. Criminal History Checks - As part of the application process, we recommend that each adult candidate present a certified criminal history report in his or her name from the clerk of courts (or their international counterparts) serving each county or district of residence dating back to a minimum of five (5) years. The executive committee may establish a budget within the treasury to reimburse the cost of each report. Any candidate with an adult felony conviction of any type as well as any conviction or pending case for a sexual, violent, aberrant behavior, or illegal substance offense including DUI will be denied membership. These individuals will not be permitted to interact with Magic Youth Raleigh in any capacity.
3. Online Criminal History Checks: In lieu of local certified court documents, online background history checks can be made through companies like *Intellicorp.net* for \$10.00 - \$15.00 per individual.
4. Do-It-Yourself Background Checks: While not as effective, you can also run free Google, Facebook, LinkedIn and Twitter checks on the applicant's full name. On Google, use the advanced search feature. Use quotation marks around the name (i.e; "**John Jay Doe**") to weed out extraneous Google hits. Add other identifying information that might help (i.e.; "**John Jay Doe**" magician). Include details like places of work, schools attended, cities lived in and names of people they know after the quotation marks to narrow your search. **Openbook.org** allows you to search across Facebooks public pages (including status updates) for any search string you want such as names, profile links and pictures.
5. Goggle Search: You can run a site specific Google search to find information about the applicant on social sites like Facebook, Twitter and LinkedIn (i.e.; **site:Facebook.com "John Jay Doe"**).
6. **CriminalSearches.com** allows you to do a free criminal history check by name. You can also narrow the results by adding city and state. The results will display the offender's date of birth, address and types of criminal offense on record by category (behavioral, business, drug/alcohol, sex-related, theft/robbery, violent or traffic/other). You'll have to pay for the detailed report, but the free category list may be sufficient for our purposes.
7. **VirtualGumshoe.com** is a web directory of sites that offer public record searches for wanted lists, marriages, divorces, criminal records and more. Some sites are pay-per-search while others are free. Small icons after each listing will guide you.
8. Reference interviews – Interviewing business and personal references supplied by the applicant may be used to supplement or, in some cases, replace the criminal history checks. These interviews will often reveal personality traits or habits that may not be compatible with a positive youth program. Telephone interviews or mail surveys are generally sufficient.
9. Substance abuse history – Adults with a known substance abuse, anger management. or intolerant background be denied appointment as an adult advisor or mentor regardless of

criminal history.

Barriers to Abuse

Compliance with the policies outlined in this section is MANDATORY.

The primary goal of these policies is to create accepted social limits and barriers to protect our youth members. Full enforcement of these protocols will also protect adult volunteers from false accusations of abuse.

Two-deep adult supervision – At least two approved adult mentors or one approved mentor and at least one parent of a participating youth will chaperone all club events, activities, classes, workshops, field trips, and outings.

At least one male and one female adult 21 years of age or older will chaperone all overnight co-ed trips. At least one of the two adult chaperones must be a program mentor approved by the executive committee.

No one-on-one contact – Club Mentors are restricted from all one-on-one contact between adults and youth members. Club mentors and members will meet in groups or under parental supervision at all times.

In situations that require personal conferences, such as private counseling sessions, the session be conducted in full view but out of hearing of other adults and youth members.

Respect of privacy - Adult Mentors will respect the privacy of youth members during clothing or performance wardrobe changes and intrude only to the extent that health and safety require. When possible, adults and youth members will maintain separate dressing rooms or spaces.

Separate accommodations – On field trips and while attending conferences, no youth is permitted to sleep alone in the same room with an adult other than that of his or her own parent or guardian.

If necessary, adults and youth of the same gender may occupy dormitory or single-room accommodations, provided there is a minimum of two adults and four youth. If at all possible, adults must keep their sleeping area and dressing area independent and separate from the youth area.

Proper preparation for high-risk activities - Activities with elements of risk should never be undertaken without proper and reasonable preparation, equipment, clothing, supervision, and safety measures.

No secret organizations - Magic Youth Raleigh will not recognize or condone any secret subgroups within this youth program. All aspects of Magic Youth Raleigh must remain open to observation by parents, advisors and mentors.

Appropriate attire – Adult mentors will insure that an appropriate and reasonable dress code is maintained by adults and youth members at all times.

Regardless of the style or feel of a showcase or function, sexually suggestive, provocative, or immoderate attire for youth members will not be permitted.

Hazing prohibited - Magic Youth Raleigh will not recognize or condone any form of physical or emotional hazing. Hazing initiations are specifically prohibited and may not be included as part of this youth program. Initiating a physical or emotional hazing situation by any member will result in immediate dismissal from the program.

Club Officer training and supervision – Executive committee officers and all adult mentors are expected to monitor and guide the leadership techniques used by adult and youth leaders to ensure that these policies are fairly and absolutely enforced.

Intimate Relationships between Youth Members and Adult Volunteers

Adults from the age of 18 and older may volunteer as Mentors. Considering the close proximity of age groups, it is neither unnatural nor uncommon for a genuine attraction to build between youth members and these younger adult members.

For the sake of this program and for the protection of our youth members, the adult leaders, and the Magic Youth Raleigh image, interpersonal relationships between Mentors and youth members, regardless of age or level of consent, are not permitted.

Should an otherwise lawful relationship of a romantic nature develop between a youth member and an adult assistant or mentor, even with full parental knowledge and approval, either the youth member or the Mentor will immediately and voluntarily resign and cease all participation with Magic Youth Raleigh. If this is not done voluntarily, both parties will be immediately dismissed from the program.

For the record, when an adult (18 years & older) engages in an intimate sexual act with another person under the legal age of consent it may be legally defined by the State of North Carolina as felony statutory rape.

Suspected behavior of this type between an adult mentor and a youth member must be promptly reported to the executive committee and the youth member's parents. All Magic Youth Raleigh members will cooperate fully within the limits and guidance of legal representation, if needed, with any investigation by the legal system in these matters.

Youth Member Behavior Guidelines

Magic Youth Raleigh requires all adult and youth members to interact in accord with the principles embodied in the I.B.M./S.A.M Code of Ethics and within the boundaries of good manners and professional etiquette. The example set by positive adult role models is a

powerful tool that is stressed in Magic Youth Raleigh.

Misbehavior by a single youth member in this club may constitute a threat to the safety of the individual as well as to the safety of other youth and adult members. Such habitual misbehavior constitutes an unreasonable burden on the club and expulsion of this member may be enforced by the executive committee.

Any incident involving physical violence, hazing, bullying, theft, verbal insults, and drugs or alcohol have no place in this program and may result in the immediate expulsion of the offending adult or youth member by the executive committee.

Youth Ring Responsibilities

Adult mentors are responsible for monitoring the behavior of youth members and interceding when necessary.

Parents of misbehaving youth members should be informed and asked for assistance in dealing with the issue.

The parents of a youth member ejected from a meeting for any reason will be notified by the Director. The Director will document this ejection and parental contact for future record.

Magic Youth Raleigh does not condone or permit any form of corporal or verbally abusive punishment by adult mentors when disciplining youth members.

Mentors may touch youth members only as required for magic instruction and to render necessary aid.

The executive committee will review repetitive or serious incidents of misbehavior with the parents of the involved youth to determine a course of corrective action. If the problem behavior persists, the Director may petition the executive committee for the revocation of a youth's membership in the program.

The Director will promptly notify the former member's parents regarding the reason for this action when a youth member's membership privileges have been revoked. A detailed written report of the situation and action taken will be posted to the club's records for future reference.

The Director will promptly document all incidents that result in physical injury or involve violations of the policies outlined in this chapter.

Every adult associated with the Magic Youth Raleigh will be made aware of their obligation to promptly report all reasonable suspicions or direct reports of violations of policies outlined in this chapter to the executive committee.

Allegations of abuse must never be discussed with anyone other than the executive

committee and the appropriate child protective agencies. Each teen's privacy and welfare must remain our primary concern. If it turns out that the allegations cannot be substantiated, openly sharing this information could result in a law suit for wrongful defamation of character.

Mandatory Minimum Requirements for Youth Ring Trips and Outings

In addition to the guidelines listed above, the following policies are mandatory for all Magic Youth Raleigh sponsored events, field trips and outings away from the central meeting location:

Parental Consent – Each Youth trip and outing organized by Magic Youth Raleigh requires a signed parental consent form. These forms will be maintained by the club Secretary. We recommend that the club keep all signed consent forms on file for a minimum of two years. Each form may include, as a minimum:

- Emergency parental contact information
- Vital medical conditions, allergies and medication requirements
- A release for emergency medical care assigned to the supervising attending program advisor
- The name and group number of the family medical insurance plan
- A “Hold Harmless” release statement absolving Magic Youth Raleigh and participating mentors
- The custodial parent or guardian's signature and legibly printed name, address and telephone number

Transportation - During transportation to and from planned youth outings, youth and adult members will:

- Designate a safe public area to meet for departure and return.
- For multiple day trips, plan a daily destination point - A common departure site and a daily destination point are a must. If you cannot provide two adults for each vehicle, the minimum requirement is one adult and two or more youth members— never one on one.
- Modes of transportation must have a valid state inspection, be lawfully registered and insured, be mechanically sound and must provide mandatory safety restraints for each passenger. Transportation of any youth or adult member without proper use of safety restraints is not permitted for Youth Ring functions.

- For reasons of safety, youth members are not permitted to drive as part of a group caravan to or from organized activities. The supervising adult is responsible for securing the appropriate number of adult drivers and vehicles.

Safety rule of four – We recommend that no fewer than four individuals per vehicle—including the minimum of two adults—may go on any field trip or program-related excursion.

Gender division - Male and female adults and youth members must have separate sleeping facilities. Adult couples and their children may share the same quarters if appropriate facilities are available. Male and female youth participants may only share the same sleeping quarters in open bay rooms and only if private rooms are unavailable. Adult supervision is required over the rooms at all times.

Single-room or dormitory-type accommodations - Adults and youth may occupy dormitory or single-room accommodations, provided the two-deep supervision rule is maintained. Coed arrangements in a single open-bay style room is acceptable provided private rooms are unavailable and coed adult supervision is present at all times. Adults must keep their dressing areas independent and separated from the youth area. No youth will stay in the room of an adult alone other than with his or her parent or guardian.

