


**Let's Plan to Protect®
Refugees!**

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1



“If you truly believe in the value of life, you care about all of the weakest and most vulnerable members of society.”
– Joni Erickson Tada

Focus

- Definitions
- Risks
- Insurance Requirements
- Standard of Protection
- Next Steps



3

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Disclaimer:

The development, preparation and publication of this webinar has been undertaken with great care. The information contained herein is intended to assist organizations in establishing policy. The content is current as the date of the publication and does not reflect subsequent changes in law. This information is distributed with the understanding that it does not constitute legal advice. Organizations are strongly encouraged to seek legal counsel as well as counsel from your insurance company when establishing a policy.

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4

Speakers

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5


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6

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Vulnerable Adult
 (Refugees are considered vulnerable and in need of protection.)



A person who, because of his/her age, disability, or other circumstance, whether temporary or permanent, is in a position of dependence on others or is otherwise at a greater risk than the general population, of being harmed by a person or persons in a position of authority or trust.

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Refugee
 (aka Asylum Seeker)



- ✦ A person who is outside their country of citizenship because they have well-founded grounds for fear of persecution
- ✦ A person unable to obtain sanctuary from their home country or unwilling to avail themselves of the protection of that country due to fear
- ✦ UN expanded definition: includes descendants of refugees in two specific groups: Palestinian refugees and Sahrawi refugees

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Team Member
 (Refugee Team member(s), Constituent Group member(s), personnel, ESL teachers)



Individuals who have successfully completed the recruitment and screening procedures of the Plan to Protect® Policy and are now deemed to be a person who can be put in a position of trust with Refugees, immigrants, internally displaced persons, and other vulnerable persons.

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Sponsorship Agreement Holder
(SAH)



- ✦ An incorporated organization that has entered into an with Citizen and Immigration Canada
- ✦ Goal: increasing Canada's capacity to resettle refugees
- ✦ Authorized and approved by Citizen and Immigration Canada to process and approve applications.

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Constituent Group
(CG, Sponsor Group, Re-settlement Committee, G-5s)



- ✦ An organized group, church, agency that has had their application approved by a SAH to sponsor and assist Refugees
- ✦ Organizations based in the sponsored refugee expected community
- ✦ May include different sub-committees


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Co-Sponsor
(Sponsor Group, Re-settlement Committee, G-5s)



- ✦ May be a corporation, unincorporated agency, or an individual
- ✦ A well-staffed committee who has taken on the responsibility to apply for sponsoring, welcoming and caring for Refugees
- ✦ Must sign the sponsorship undertaking and discharge the responsibilities that were agreed to in the settlement plan

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Raising Awareness

13

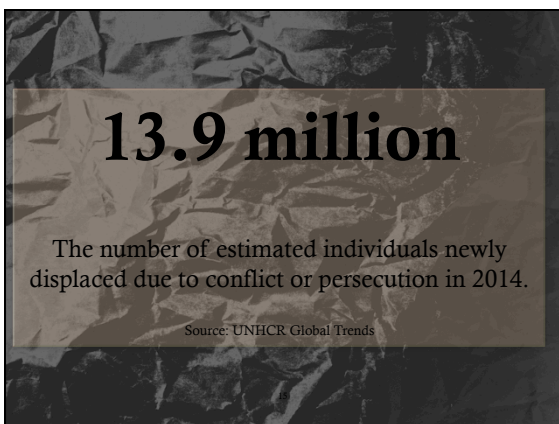
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59.5 million

The number of forcibly displaced persons worldwide (including Refugees, IDP, asylum-seekers).

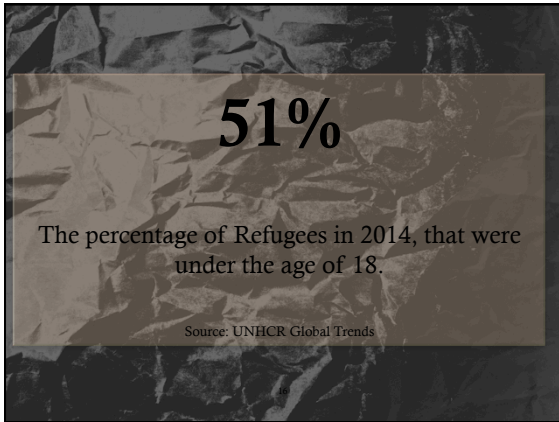
Source: UNHCR Global Trends



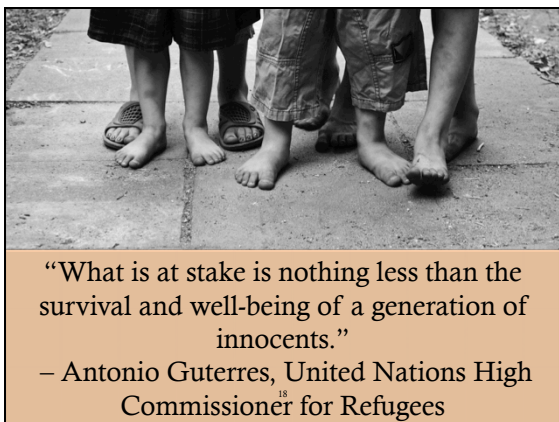
13.9 million

The number of estimated individuals newly displaced due to conflict or persecution in 2014.

Source: UNHCR Global Trends



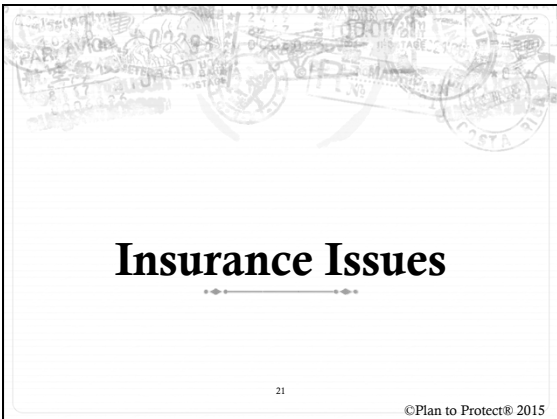


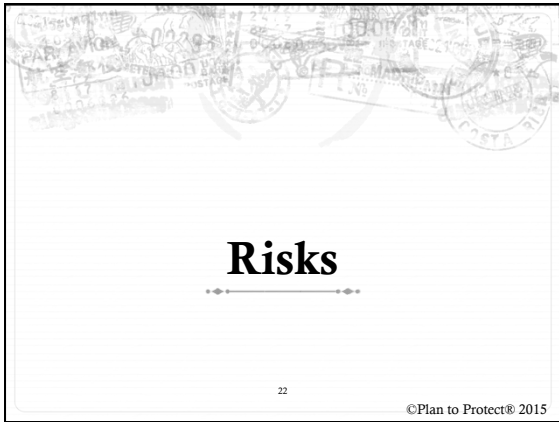




“For an age of unprecedented mass displacement, we need an unprecedented humanitarian response and a renewed global commitment to tolerance and protection for people fleeing conflict and persecution.”
– António Guterres, United Nations high Commissioner for Refugees



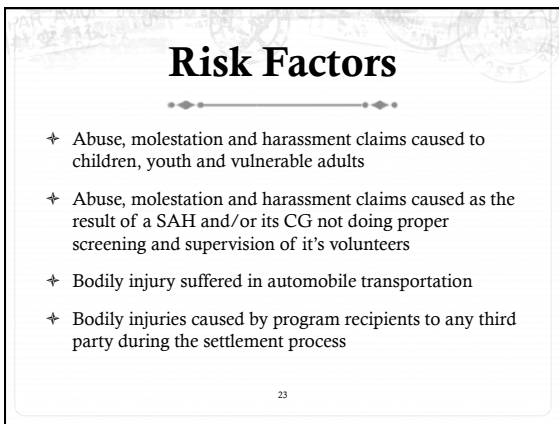




Risks

22

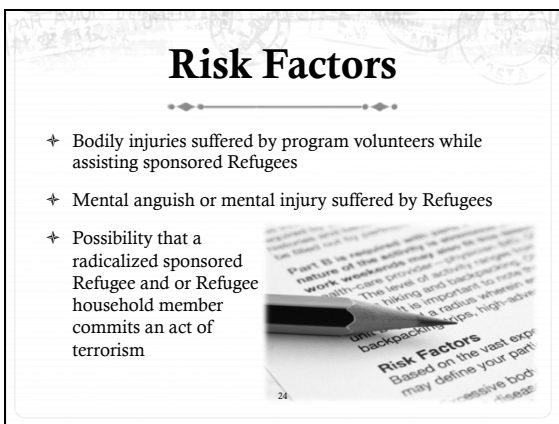
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Risk Factors

- ✦ Abuse, molestation and harassment claims caused to children, youth and vulnerable adults
- ✦ Abuse, molestation and harassment claims caused as the result of a SAH and/or its CG not doing proper screening and supervision of it's volunteers
- ✦ Bodily injury suffered in automobile transportation
- ✦ Bodily injuries caused by program recipients to any third party during the settlement process

23



Risk Factors

- ✦ Bodily injuries suffered by program volunteers while assisting sponsored Refugees
- ✦ Mental anguish or mental injury suffered by Refugees
- ✦ Possibility that a radicalized sponsored Refugee and or Refugee household member commits an act of terrorism

Part B is responsible for the nature of the services and the work weekends and other work health-care provide activity hiking and backpacking. It is important to note that a radical wilderness unit backpacking trips high adv

Risk Factors
Based on the vast exper
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24

Civil and Legal Liability

- ✦ Ensuring that your organization is a safe place for the vulnerable is not just a good idea, it is a legal requirement.
- ✦ Organizations have a legal responsibility to ensure that a plan for protection is in place
- ✦ Insurance companies also require this same level of diligence in order to provide financial coverage



25

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Understanding Our Responsibility



- ✦ SAH organizations have a legal responsibility for each named Refugee and for establishing programs that provide and direct financial and resettlement support
- ✦ Responsibility to provide safe environments for sponsored Refugees
- ✦ Assist with the education of those sponsoring Refugees to mitigate abuse and harm

26


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Recommendations

- ✦ If you are a SAH
- ✦ If you are a Constituent Group
- ✦ If you are a Co-sponsor or Group of Five

27


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Standard of Protection


28

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“Refugees fleeing war, terrorism or persecution, are often in a very vulnerable situation. Once they arrive on our doorstep, if we do not protect them, then they may be a greater risk and condemning them to an intolerable situation where their basic rights, security, and in some cases their lives may be in danger.”

– UNHCR



Standard of Protection


1. Customized written policy
2. Definition of abuse
3. Screening
4. Training
5. Premises / Housing
6. Engagement procedures including retaining documentation permanently and securely
7. Reporting and response protocol



- Excellent
- Good
- Average
- Poor

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Civil and Legal Liability



“If a court finds that your group could have done more to ensure that safety of the people in your programs, you may be found ‘vicariously liable’ for the actions of a member of the clergy, a lay person or a volunteer. Your best protection against vicarious liability is screening.”

– *Taking the First Step*, www.volunteer.ca, pg 6-7

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Policy

- ✦ Adopt and amend your policies to include vulnerable adults and refugee sponsorship
- ✦ Have them approved by your Board
- ✦ Distribution
- ✦ Audit your policies

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Definitions of Abuse

- ✦ Physical Abuse
- ✦ Sexual Abuse
- ✦ Emotional Abuse
- ✦ Financial Abuse
- ✦ Spiritual Abuse
- ✦ Neglect



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Freedom of Religion vs. Spiritual Abuse


- + A principle that supports the freedom of an individual or community, in public or private, to manifest religion or belief in teaching, practice, worship, and observance.
- + Freedom to change one's religion or belief.
- + Demonstrate care and respect to the Refugees, providing support of the choices of the Refugees makes as it relates to faith and belief systems.
- + Spiritual abuse is using coercive techniques or manipulative appeals
 - + Play on psychological weaknesses, undermine relationship with family or religious institutions,
 - + Mask the true nature of conversion.
 - + Disrespect of an individual's personal beliefs that differ from yours
 - + Using forms of manipulation, intentionally misleading or forcing individuals to believe or embrace theological positions that you believe.
- + Respect for human integrity means no false advertising, no personal aggrandizement from successfully persuading others to follow your faith and belief system, and no overly emotional appeals, which minimize reason and evidence.

34

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Definition of Abuse

- ✧ Exposure to Domestic Violence
- ✧ Appropriate Discipline
- ✧ Discrimination / Harassment



35


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“There are no refugees, no displaced persons here, ... they are our guests and we treat them as such.”
– Mike³⁶ Turner

Recruitment and Screening

1. Member, adherent or recommendation
2. Application
3. Interview
4. References
5. Police Record Checks
6. Training
7. Approval



37

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Training

An orientation training for those specifically working with and overseeing Refugee Sponsorship and Settlement.


- ✦ Awareness of the vulnerability of refugees, need to demonstrate duty of care, insurance requirements,
- ✦ Protection strategy defining abuse and recognizing indicators, and reporting guidelines
- ✦ Prevention Procedures

38

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Housing / Premise Modifications

- ✦ Housing
- ✦ Temporary Housing
 - ✦ Billeting
 - ✦ Church / Parish
- ✦ Programs
- ✦ Education




39

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Engagement Procedures

- ✦ Transportation
- ✦ Child Care
- ✦ ESL / Tutoring
- ✦ Temporary Housing
- ✦ Dating / Attraction
- ✦ Appropriate Touch / Physical Contact / Inappropriate Touch
- ✦ Guests




40

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Engagement Procedures

- ✦ Discipline
- ✦ Contacting Opportunities
- ✦ Mentoring and Counselling
- ✦ Health and Safety
- ✦ Bullying / Harassment
- ✦ Immunizations




41

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Engagement Procedures

- ✦ Photography
- ✦ Publishing Stories
- ✦ Record Keeping



42

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Reporting and Responding to Abuse


We report and respond to child abuse and vulnerable adult abuse differently.

- We **report** child abuse
- We **respond** to vulnerable adult abuse

43

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Duty to Report is the most important of all Child Abuse laws in Canada!



44

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Reporting Child Abuse

Each province and territory has their own legislation.

They address:

- ages of children entitled to protection under the law
- the duty to report:
 - Immediate report
 - Direct report
 - On-going report
- confidentiality
- failing to report.



45

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Reporting Child Abuse


- ✦ **Immediately** report the abuse to proper authorities . The reporting can be done with your team leader.
- ✦ **Inform** your team leader, they will inform Insurance Company as needed
- ✦ **Protect** confidentiality of both the victim and the accused
- ✦ **Cooperate** with the investigation, but leave the investigation to professionals

46

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Reporting Child Abuse

- ✦ **Have** one delegate who speak to media.
- ✦ **Release** information on a “need-to-know” basis only
- ✦ **Remove** individuals accused of abuse
- ✦ **Protect** the identity of the victim and accused
- ✦ **Resist** investigating the allegation or suspicion ; cooperate with the official investigators




47

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Responding to Vulnerable Adult Abuse

- ✦ Gain a relationship of trust and give opportunity for them to express concerns
- ✦ Ask yourself:
 - ✦ Is this an emergency?
 - ✦ Does this individual have a
 - ✦ Is the victim ready to respond?




48

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Responding to Vulnerable Adult Abuse

✦ If they are resisting all efforts of intervention:

- ✦ Express concerns for their well-being
- ✦ Provide a number to call for help
- ✦ Inform them about abuse and that they are not alone
- ✦ Encourage them to consider what to do next time
- ✦ Arrange for a follow-up visit
- ✦ Develop a safety plan



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Review

'Reducing the Risk' lists four principles for good supervision.

1. As risk increases, **supervision should also increase.**
2. Risk increases as isolation increases.
3. Risk increases as accountability decreases.
4. Risk increases when there is an imbalance of power, authority, influence, and control between a potential abuser and a potential victim.

Maintaining good documentation is the best demonstration of Due Diligence!

50

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Next Steps


- ✓ Customize a policy incorporating the content from this webinar;
- ✓ Secure Board approval for the policy;
- ✓ Screen volunteers and staff according to the content of this webinar;
- ✓ Provide an orientation training on Protection and Abuse Prevention reflecting the policies and prevention procedures;
- ✓ Maintain Documentation
- ✓ Supervise, supervise, supervise! Hold your staff and volunteers accountable for their interaction with Refugees.
- ✓ Communicate, communicate, communicate!

51


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Where we can help?

- ✦ Consulting and Memberships
 - ✦ Implementation Membership (\$1,295)
 - ✦ Basic Membership (\$299)
 - ✦ Going the Distance (Three year membership – RFQ)



55
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“Be the change you wish to see in the world.”
– Gandhi



“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed it’s the only thing that ever has.”
– Margret Mead
