

# Cadet Protection Advanced Course

*Training for adults entrusted with leadership responsibilities in the Cadet Program*

Civil Air Patrol National Headquarters  
October 2021 edition



## *Introduction*

**Course Goal:** Provide senior members who have significant cadet programs responsibilities with information and tools needed to successfully implement the CPP in their organization; motivate these key leaders to set the example and ensure all members consistently adhere to CPP.

### *Objectives:*

- (1) Describe the purpose and procedures of the Unit Membership Board screening process
- (2) Identify standards of practice for cadet activities in various settings (overnights, in the field, flying, etc.)
- (3) Describe the purpose and procedures for responding to boundary concerns
- (4) Describe the procedures for reporting reasonable suspicions of abuse, including the follow-on prohibitions and follow-on actions

## Overview

### *Format*

This course includes some reading (these slides) and an online quiz.

### *Duration*

Allow about 15 minutes to read through these materials and complete the quiz.

### *Outline*

- (1) The Membership Screening Process
- (2) Authorizing & Scheduling Cadet Activities
- (3) Parents & Open Access
- (4) Standards of Practice for Adult Supervisors
- (5) Leadership & Monitoring
- (6) Abuse & The Response
- (7) Training
- (8) Case Study
- (9) Quiz

## (1) *The Membership Screening Process*



## *Interview Prospective Members*

Good leaders know that personnel problems develop when organizations add newcomers to the team without first getting to know them.

For youth-serving groups like CAP, there's an added need to inquire about the applicant's background, motivation for joining, and attitudes toward youth.

Therefore, it's smart to think of the initial application and screening process as a job interview. Would you "hire" this individual to "work" at CAP? To be a positive role model for young people?



## CAP's Initial Interview Requirements

CAP *requires* unit commanders to ensure every prospective senior member, cadet sponsor member, and patron member are interviewed before allowing them to join.

Ideally, we'd like a unit membership board comprised of three seniors to conduct the interviews. But, if the unit is small, the commander may assign the task to a single senior.

Family members and the person who recruited the newcomer may not participate in the interview process. CAPR 39-2, 3.2.4.2.1



CAPP 60-14, *First Talk Guide*, is a good resource to use. It provides a list of carefully crafted interview questions, and identifies the sort of replies we hope the interviewee provides. It also lists replies that warrant a follow-up question or might be cause for concern.

### Warning Signs During Interviews

- Vague reasons for leaving another volunteer organization
- Attempting to discourage you from asking another organization for a reference
- Unusual insistence on working with cadets of a certain age or gender
- No evidence of having positive relationships with adults, while suggesting he or she wants to develop peer-to-peer friendships with youth (vs. an adult-to-youth relationship)
- Disappointment upon hearing that CAP minimizes unnecessary one-on-one contact and practices two-deep leadership



## Fingerprints & Criminal Background Checks

When the commander (or designee) is satisfied that an applicant is a good fit for CAP, the completed CAPF 12 application, fingerprint card, and annual dues payment are sent to NHQ. Still, new seniors and cadet sponsor members are **not** cleared for unrestricted participation with cadets **until** the criminal background check is completed. There are a couple ways to verify a member's status in eServices:

### eServices > Administration > Member Search

LSCode: P (Pending)

*Perspective member may interact with cadet only when supervised by a screened and a CPP trained member.  
CAPR 60-2, 1.5.10, 2.6.11.*

LSCode: A (Approved)

*May participate in CAP activities and interact with cadets without any special restrictions, following normal  
CPP standards of practice*

If the entire LSCode section is missing from the eServices record, that means they are a member who does not need one, for example a patron member, a legislative members or a cadet.

If a member is disapproved for a CAP membership the commander will be notified at the same time as the member, and their record in eServices will disappear from view.

### eServices > Reports > Member Reports > Member Reports > Membership

This is where you can view the FBI screening status. The indicators here are the same as above:  
Pending, Approved or blank.

## (2) *Authorizing & Scheduling Activities*



## *Authorizing & Scheduling Special Activities*

### *Authorization*

A cadet activity may go forward only if the unit commander has authorized it. This rule has generally been observed in principle throughout CAP, but now is codified. “Authorization” can be made orally, but should be documented by adding the event to the unit’s official web calendar (see below). Commanders may delegate authorization authority to any senior in the unit. Bottom line: official CAP activities require official sanction. CAPR 60-2, 2.6.1.

### *Leaving the Unit or Wing*

Cadets may attend activities sponsored by another unit, with the permission of the host unit commander or project officer, the cadet’s home unit commander. If approving a cadet to attend an activity hosted by another wing, the unit commander will inform the wing DCP. We want commanders to ordinarily approve cadets’ request to participate in these activities, unless the cadet’s recent conduct has been below standards. CAPR 60-2, 2.6.2.

### *Web Calendars*

Every unit needs to maintain a web-based calendar that lists all official events applicable to cadets. This resource will help parents know what is going on, plus give them peace of mind in knowing that if their cadet says he’s going to CAP this Saturday, there is at least a known CAP activity scheduled.

Units are expected to post activities to their calendar at least 2 weeks in advance. If a short notice opportunity arises, simply post it to the calendar or otherwise inform the parents as soon as practical. CAPR 60-1, 4.3.3.1.

# Authorizing & Scheduling Special Activities

## CAPF 60-80 Parental Permission Slip

Any time the unit conducts an in-person special event beyond the weekly squadron meeting, the unit commander or activity project officer is responsible for ensuring all participating cadets have submitted a CAPF 60-80, CAP Cadet Activity Permission Slip, signed by their parent. The CAPF 60-80 is a simple form identifying the critical information about an activity, with a space for a parent/guardian to sign. CAPR 60-2, 2.6.8.

*The suggested best practice* is to have some blank forms always on hand at the squadron. If an activity is coming up, provide each cadet with a blank form and then brief them on the details of the activity, as the they complete the relevant fields in the form. The cadets bring the CAPF 60-80 home that night and return it next week, signed and ready to go.

Units are encouraged to keep completed CAPF 60-80's on file for 1 year (see CAPR 10-2).

CIVIL AIR PATROL CADET ACTIVITY PERMISSION SLIP		
<b>SUGGESTED BEST PRACTICE for LOCAL "WEEKEND" ACTIVITIES:</b> <i>Announce the activity at least 2 weeks in advance and require participating cadets to sign-up via this form 1 week prior to the event</i>		
<b>1. INFORMATION on the PARTICIPATING CADET</b>		
Cadet Name:	Cadet Grade:	CAPID:
Unit Charter Number:	Activity Name:	Activity Date:
<b>2. INFORMATION about the ACTIVITY</b>		
For hotel-based activity or conference Grade & Name of Supervising Senior:		For hotel-based activity or conference Supervising Senior initial to acknowledge responsibility:
<b>3. PARENT's or GUARDIAN's CONTACT INFORMATION</b>		
Parent or Guardian Name:	Relationship to Cadet:	Contact Number on Date(s) of Activity:
<b>4. OTHER DOCUMENTS REQUIRED to PARTICIPATE</b> <i>Check those that apply and attach with this form</i>		
<input type="checkbox"/> CAPF 31 Application for Special Activity		<input type="checkbox"/> Other / Special Local Forms (specify)
<input type="checkbox"/> CAPF 160 CAP Member Health History Form		
<input type="checkbox"/> CAPF 163 Provision of Over the Counter Medication		
<b>5. PARENT's or GUARDIAN's AUTHORIZATION</b> <i>Cadets who have reached the age of majority, write "N.A."</i>		
I authorize my cadet to participate in the activity described above.		Signature:
		Date:
<i>Disposition: Units may discard this completed form when the activity concludes.</i>		
<b>Please detach on the dotted line.</b> The upper portion is for CAP and the lower portion is for the parent's or guardian's reference.		
<b>6. HELPFUL INFORMATION for PARENTS &amp; GUARDIANS</b> <i>To be completed by the cadet with assistance from local leaders or activity hosts</i>		
Activity Name:		Activity Date & Time:
Activity Location:	Participation Fee:	Activity <input type="checkbox"/> classroom, tour, light duty <input type="checkbox"/> backcountry
Payment Due:	Extra Fee:	Form(s): <input type="checkbox"/> physically rigorous <input type="checkbox"/> flying
Transportation Provided? <input type="checkbox"/> Yes <input type="checkbox"/> No	"High Adventure"? <input type="checkbox"/> Yes <input type="checkbox"/> No	Transportation Rally Point:
If yes, explain:		CAP Point of Contact Name:
Meals: <input type="checkbox"/> Provided <input type="checkbox"/> Bring own food <input type="checkbox"/> Bring money		The supervising adult staff is expected to include
Equipment Needed: <input type="checkbox"/> See website or filer for equipment list		<input type="checkbox"/> men only <input type="checkbox"/> women only <input type="checkbox"/> men and women
		Emergency Phone:
		Activity Website:
		Estimated Time Returning to Home or Rally Point:

CAP Form 60-80 Feb 2018 Local versions may be used

### (3) *Parents & Open Access*



## *Parents & Open Access to CAP Activities*

CAP is proud of its cadet programs and has absolutely nothing to hide from parents who want to know more about what their child is doing, or have a special concern about a particular aspect of a cadet activity. CAPR 60-2, 2.6.3

*If a parent wants to observe a cadet activity, unit commanders and project officers are expected to do everything they can, within reason, to accommodate that request.*

In most instances, the parent probably wants to observe, say, a character development class to ensure the content is consistent with their own values. Invite the parent or guardian to quietly take a seat in the back, then have a senior member chat with them briefly and answer questions when the event is over.

*For encampments*, perhaps the parent wants to see where the cadets will be sleeping, and to meet some of the adults who are supervising the cadets. It's a truism that kids are more prepared for summer camps than worried parents are. CAP's policy is to allow the parents a reasonable amount of time to see what's going on, check out the facilities, and talk with the leaders. This is not to say a non-member parent may stay overnight, and yes, some installations we use have security rules beyond our control.

The bottom line is that open access and a spirit of transparency helps CAP earn parents' trust, which is a prerequisite in keeping their children safe.





## *(4) Standards of Practice for Adult Supervisors*

## *In Loco Parentis*

Under the law, adult chaperones are required to act *in loco parentis* – in the place of the parent. Keep this principle in mind whenever you are making decisions about cadet protection. CAPR 60-2, 1.2.5

For example, if your own child were seriously injured, you would call an ambulance. When supervising another parent's child, the law expects you to demonstrate the same degree of care as if he or she were your own son or daughter.

Failing to intervene when you see a cadet being seriously harmed, or if it looks like serious harm is likely to occur, is abusive because under the law it is as if you were neglecting your own child's well being.

In the CAP environment, it may be helpful to remember that the young people are not "your cadets" but are in fact someone else's children temporarily entrusted to your care.

In the next few slides, we look at the nitty-gritty rules for supervising cadets. CAPR 60-2 calls these rules our *cadet protection standards of practice*.

## *Troubleshooting Two Deep Leadership*

In the *Cadet Protection Basic Course* you learned that two deep leadership is the norm for all cadet activities, with few exceptions (which we'll discuss a bit later).

What happens if you've planned for two-deep leadership but your second senior has to cancel at the last minute or is called away suddenly while the activity is already underway? Do you cancel the event? What if the event is already underway and cadets' rides home aren't coming for a while? Is it ever right to carry on with just one senior?

Again, *in loco parentis* suggests the test question. Would a normal, responsible parent judge themselves to be capable of supervising your group of cadets on his or her own? Answering that question requires you to think about the nature of the activity.

### **Troubleshooting & CAPP 60-15, *Cadet Protection Implementation Guide***

The principle-based tips on how to trouble-shoot CPP supervision challenges presented in the next few slides are incorporated into CAPP 60-15.



## *Troubleshooting Two Deep Leadership: Scenarios*

Here are some scenarios you might encounter where two deep leadership becomes impossible. Read them and consider your options in light of *in loco parentis*.

### *What would you do?*

- *Your second senior cancels two days prior to the event.*
- *If your second senior cancels on five minutes' notice.*
- *If the second senior has to leave early unexpectedly.*
- *If a cadet's ride home doesn't arrive.*



## *Troubleshooting Two Deep Leadership: Scenarios*

Here are some scenarios you might encounter where two deep leadership becomes impossible. Read them and consider your options in light of *in loco parentis*.

*CAPP 60-15, Chapter 2*

- *Your second senior cancels two days prior to the event.* Scramble and try to find a second senior, even if he or she is available for only a portion of the event. If that is not feasible, but you feel you can manage on your own, ask your commander to waive the two deep norm this one time (but don't make a habit of asking).
- *If your second senior cancels on five minutes' notice,* ask a parent to stick around. Even if that parent is not CPP trained and approved, he or she can interact with cadets in your presence, and you benefit by having a second adult on site.
- *If the second senior has to leave early unexpectedly,* can you call another senior member at home to come in? If not, and if it's not feasible to send cadets home early, perhaps the responsible course of action is to continue one deep but be upfront about it with your commander so there is no appearance of impropriety.

Also, consider the type of activity you're running. If the cadets are engaged in physically rigorous training, perhaps one deep leadership is irresponsible, but perhaps you could do classroom activities instead.

- *If a cadet's ride home doesn't arrive,* the only practical option might be for one senior to give the cadet a lift, even if doing so seems contrary to the normal transportation rule of three. Try to contact the cadet's family via phone, and for sake of transparency, tell your commander what you did.

## *Troubleshooting Two Deep Leadership: Final Thoughts*

Remember that two deep leadership is a preventive strategy. Running one deep is not ordinarily permitted, but doing so is a boundary concern, not an instance of abuse.

That said, if a senior seems to always have an excuse for running one deep, the commander should grow concerned and take steps to prevent reoccurrences.

In short, there is no clear-cut answer to every real world problem because there are so many variables at play.

## *Co-Ed Overnight Cadet Activity Supervision*

Whenever CAP is reasonably able to staff a co-ed overnight cadet activity with male and female adult leaders, it will do so. Having both genders available can only help an activity run smoothly. CAPR 60-2, 2.8.2

However, *cadet activities may operate with just two seniors, regardless of gender.*

Either way, the gender composition of the adult staff will be noted on the CAPF 60-80 permission slip so that parents can make an informed decision as to whether the supervision arrangements are a good match for the family and cadet.



## Authentic Teams are Inclusive

**Demographics.** The co-ed supervision goals will sometimes present a challenge. Because the cadet corps tends to be about 80% male, 20% female, in practice you'll be scrambling for female seniors more often than males.

**Equal Access.** Nevertheless, we don't want local leaders prohibiting cadets from participating because they are the "wrong" gender. The Core Value of **RESPECT** is paramount; there's no such thing as a second-class cadet. Local leaders need to exercise some care to avoid cadets feeling pressured, directly or indirectly, to *not* sign-up for an event so as not to "ruin" it for the cadets of the other gender.

**Solutions.** The best way to solve the challenge of co-ed overnight supervision is to be proactive. Squadrons should try to make extra efforts to recruit more adults, especially women. The cadet sponsor membership category should merit extra attention. Additionally, joint activities involving multiple units should be considered because they enlarge the pool of potential adult supervisors.

Again, *cadet activities may operate with just two seniors, regardless of gender.* Co-ed supervision is a goal, not a requirement.

**NICOLE  
MALACHOWSKI**  
America's first female  
Thunderbird pilot got  
her start in CAP.





## Overnight Cadet Activity Lodging

**Male & Female Cadets.** Male and female cadets will be assigned to separate quarters. Commanders or project officers will establish clear guidelines as to when and how personnel of one gender may enter areas designated for personnel of the opposite gender. Makeshift barriers are acceptable; in a gymnasium setting, for example, males might sleep on the gym floor and females on the gym stage and behind the stage curtain, or something similar. CAPR 60-2, 2.8.4.

For authorized best practices regarding lodging of transgender cadets, see CAPP 1-10, *Suggested Best Practices for Including Individuals with Special Needs*.

**Lodging by Age.** Do what you reasonably can to assign cadets to roommates of similar age. In the least, try to avoid lodging the oldest cadets with the youngest cadets. Special consideration should be given when choosing roommates for cadets 18 or older.

**Seniors & Cadets.** No adult leader will lodge with a cadet in a hotel room, dorm room, or tent sheltering fewer than 10 people, unless of the same immediate family. Adult leaders will be lodged separate from, but near the cadets. In an open-bay barracks environment, one or two adult leaders may be assigned to beds on either end of the cadets' bay, but it is preferable that the adult leaders be lodged in the small rooms that are sometimes adjacent to the bay.

The rationale for this rule is sometimes misunderstood because, thankfully, most people do not have criminal minds. So, suppose you were an abuser. You'd want to isolate a vulnerable cadet, develop a special rapport with him/her, slowly take your conversations into inappropriate areas, and then, when no one is looking, that's when you make your move. The rule is a critical safeguard. Even if a parent says it's okay for the adult to room with the cadet, CAP prohibits the senior or CSM from putting themselves, the cadet, and CAP in that situation. Regardless of whether you believe someone could be a potential abuser, this regulation must be upheld.

## *Overnight Cadet Activity Leadership*

How are seniors to supervise cadets if they lodge separately? It may be a challenge to design the environment and allocate space for safety. You may need to think creatively.

***Preparation.*** The solution begins *before* the activity. Make your expectations about conduct clear and use the activity as an incentive for responsible behavior. Only cadets with a track record of trustworthiness should be eligible for overnight activities.

Think carefully about rooming assignments. Don't put two troublesome cadets together. If the math puts one cadet in a room solo, pick a highly responsible cadet. Be mindful of which rooms have adjoining doors.

Assign a senior as duty officer, the designated adult to handle a 2 a.m. emergency.

***In a dormitory*** setting, it is helpful to locate males on one floor and females on another. But if males and females must share a floor, place males on one end, females on the other, and consider installing a makeshift partition in the hallway using bed sheets and clothesline.

***In an open-bay barracks*** setting, assign a senior to the room located just off the open bay, if the barracks is designed such. Alternatively, assign a senior or two to the far end of the bay. While the senior would arguably be lodged in the "same room" as cadets, large, open bay barracks are not at all like small, confined dorm rooms.

***In a campsite or bivouac*** setting, consider putting female cadets' tents on one side of the property, male cadets' tents on the opposite side, with seniors' tents in the middle.



## *Hotel-Based Activities*

Cadet activities taking place in hotel-like settings have a higher risk of encountering misconduct and safety issues than activities in self-contained barracks or dorm settings where cadet life is more regimented by nature. To minimize those risks, the project officer (or designee) for hotel-based events will:

- Ensure each cadet is assigned to a specific adult leader. We don't want unescorted cadets attending a region conference, for instance, and misbehaving or getting hurt in an unsupervised environment.
- Conduct an ORM analysis of the event, set ground rules, identify off-limits areas.
- Convene a group meeting of all cadets first thing in the morning and just before lights out, at a minimum.
- Require cadets to move about the property in groups of 3 or more, when outside the main training / conference areas.
- Require cadets to be accompanied by at least 2 seniors when leaving the property (ie: dinner, sightseeing).

CAPR 60-2, 2.8.5



## Hotel-Based Activities

In addition to those minimum requirements, some best practices to consider include:

- **Hotel Services.** Have hotel management disable television pay per view and block long distance calls, web access, and room service. These precautions prevent cadets from accessing adult-only content and/or their being charged steep service fees.
- **Wingmen.** Make sure every cadet has a wingman for peer-to-peer support.
- **Lodging Plan.** Working with hotel management, assign cadets to rooms located on a single, designated floor of the hotel, unless rooming with parents. Look at the hotel's floor plan diagrams and take note of which rooms have adjoining doors.
- **Class Registration.** If the event includes numerous seminar choices (e.g. wing conferences), consider having the cadets register for each session. Take attendance and know where every cadet is at any given moment.
- **Cadet Lounge.** Coordinate with hotel management to obtain a breakout room that cadets can use as a lounge. The cadets are going to get together and socialize, so you might as well provide them a safe space that you can control, versus finding cadets breaking off into the sleeping rooms.





## *Field Activities*

When in the field, members are at higher risk of physical injury. Here, the term “the field” means backcountry conditions where the nearest road cannot be reached on foot within 15 minutes. CAPR 60-2, 1.5.12

You can twist an ankle when tramping across rough ground, develop a heat-related injury, get lost, or worse. So, when going into the field, follow the *Field Rule of Four* by ensuring that the smallest subgroup has at least four people. This way, if one person becomes injured, one can stay with him or her while the other two people go for help.

CAPR 60-2, 2.12.3

## Proximity of Adult Supervision

The Field Rule of Four may bring to mind questions about seniors' proximity to the cadets. CAPR 60-2, 2.6.5

### Proximity in Ordinary Settings

The classic example is cadets wanting to do some drill in the parking lot outside the unit headquarters. Must two seniors be outside with them? No, probably not.

*In loco parentis* provides the test question. Would a responsible parent allow cadet-aged youth to, let's say, play basketball in the driveway while Mom's in the basement folding laundry? Yes. Likewise, constant line-of-sight supervision is not an absolute requirement at cadet activities.

### Proximity in The Field

Returning to the matter of field activities, must each subgroup of four include two seniors? One? None? The overall activity requires at least two seniors, but adult leadership of subgroups is a judgment call as to span of control.

*In loco parentis* provides the test question. Would a responsible parent allow cadet-aged youth to venture into a 10 acre field with fences or marked trails defining the perimeter? Probably, yes. But if you're in the deep backcountry or bushwhacking, a responsible parent would maintain line of sight supervision.

One reason we use two-deep leadership is to make wise decisions and smart "judgment calls." The project officer should involve the other senior(s) in setting ground rules and discussing what a responsible parent allow in a given environment.

Line of sight supervision is unnecessary here.



Close supervision is required here.





## *Adult Supervision for Flight Activities*

Cadet flight operations occur in a special environment, so the two-deep leadership standard is modified to some extent.

*On board the aircraft*, one senior (the pilot) is sufficient and one-on-one contact is permitted. However, whenever possible place a cadet in the back seat. That practice provides a bit of extra protection for cadet and pilot alike, and allows cadets more time aloft.

*Gliders* fit only two souls on board, so obviously one-on-one contact is intrinsic to that environment.

*Formal flight instruction* with a Certified Flight Instructor, and situations where the cadet is an approved CAP pilot (CAPF 5-rated pilot) are exempt from two-deep leadership standards.

*On the ground*, when cadets are waiting 30 minutes or less for their turn to fly, one-deep senior supervision is permitted. Orientation flight waiting room scenarios do not arise more than once or twice a year, per cadet, on average, so we can tolerate lighter supervision.

The recommended best practice is to conduct orientation flights as a day-long event, with flights operating concurrent with some other cadet activity – let's say a color guard workshop. Have two seniors on the ground for managerial and supervisory purposes, and when it's time for a cadet to fly, pull that cadet(s) from the color guard activity, send them flying, then cycle through the next group one hour later.

CAPR 60-2, 2.10, 2.12.1





## *(5) Leadership & Monitoring*

## *A Positive Approach to Leadership*

In supervising the adults who chaperone cadets – seniors and cadet sponsor members – a positive approach to leadership works best.

We educate those adults on fundamentals of child abuse prevention. We train them on how to conduct cadet activities that are as awesomely fun as they are safe, by way of CAPR 60-2's standards of practice. We try to catch people doing things right to reinforce that behavior in both the individual senior and the other seniors in the unit. In short, leadership in the Cadet Protection Policy is about inculcating a culture where adults see themselves as fulfilling a special trust when they work with cadets.



## Boundary Concerns

Everyone is human; mistakes are unavoidable, so how we respond to those problems is what counts.

**Definition.** A boundary concern occurs when a member's behavior falls short of the cadet protection policy's standards of practice, without falling so far below CAP standards to qualify as cadet abuse. CAPR 60-2, 1.5.6

**Leadership Interventions.** Because you are a leader who has accepted special responsibilities for leading cadets, CAP is relying on you to watch for boundary concerns, and if you see one, to step forward and redirect the undesired behavior.

Usually, a friendly reminder is all that is needed. Sometimes extra training on-the-spot or refresher training in the *Cadet Protection Basic* and/or *Advanced Courses* would be the better remedy. Chronic violators should receive progressive disciplinary actions, such as a written warning, suspension, and finally in the rarest instances, membership termination.

**The Key to CAP's Cadet Protection Strategy.** It's important to be mindful of boundary concerns and to respond to them because experts believe that before a would-be abuser strikes, he'll gradually bend the rules or overstep normal boundaries as part of his effort to isolate and groom his intended victim. This is what we need to be extra mindful about.

By watching for and responding to boundary concerns, we frustrate the would-be abuser's schemes and keep cadets safe.



## *Grooming for Sexual Abuse*

**Definition.** Grooming is a lengthy and nuanced process beginning with a molester identifying a potential target and adapting his/her actions and strategies to respond to their specific emotional needs. Over time, the victim becomes emotionally dependent upon the molester to the point of lying, covering up and protecting the molester.

CAPR 60-2, 1.5.7

Because grooming is so effective, virtually all adult molesters employ a grooming strategy prior to molesting a child or teen because it increases their chances of success and reduces their risk of being reported.

Therefore, a key part of a youth protection strategy involves having adult leaders actively monitor adult/youth interactions and respond if boundary concerns arise.

CAPR 60-2, 2.14.1.

Many of the practices that CAP has in place are aimed at thwarting an abuser's efforts to groom a cadet for abuse. Preventing opportunities for a potential abuser to be alone with a cadet limits opportunities for the abuser to develop an inappropriate emotional relationship with a potential victim.

**Overlap.** Unfortunately, many of the behaviors of adult who is grooming a child for abuse overlap with the behaviors of a stellar volunteer. When instances of abuse come out, often people are surprised because they believe the person was just really devoted to helping youth. Its of utmost importance that boundary violations are addressed, especially when someone is consistently pushing or violating the standards of practice. Its important not to brush it off because they are a great volunteer. Great volunteers can operate with the boundaries of cadet protection.

## *Boundary Concerns*

You're standing on a mountain top. Nearby is a steep cliff. To protect people, safety barricades have been installed.

The barricades are boundary markers; overstep one – either intentionally or by accident – and you've violated a boundary. But even then, you're still okay: You haven't fallen over the cliff.

With cadet protection, the safety barriers represent CAPR 60-2's standards of practice – the rules regarding two deep leadership, transportation rule of three, parental permission slips, web calendars, etc.

The leader's role is to help the other person return to the safe zone behind the boundary. With cadet protection, that means ceasing the boundary breaching behavior and following our standards of practice.

Friendly reminders and a helpful hand extended in a positive, trusting environment will work best in responding to boundary concerns in most situations. But if necessary, more aggressive measures (verbal warnings, written warnings, etc.) may be necessary.





## *Boundary Concerns: Cadets & Training Intensity*

*The Military-Style Training Environment.* The Cadet Program operates in an age-appropriate, military-style training environment, where leaders challenge cadets by nudging them beyond their normal comfort zones for personal growth. Cadets experience momentary setbacks and short-term anxieties as they work to meet high expectations of themselves as individuals and in their teams. Under the supervision of adult supervisors trained in the Cadet Protection Policy, military-style cadet training is a safe, positive experience.

Even if adult leaders teach the cadet staff how to create a regimented, military-style training environment, ranking cadets will occasionally make mistakes in implementing the right training intensity.

*Overheated Training.* At encampments and similarly rigorous activities especially, an over-eager or undisciplined member of the staff might need to ratchet back the zeal, vigor, or harshness of the military-style training environment. CAPP 60-15, *Cadet Protection Implementation Guide*, discusses training intensity at length.

*Adult Supervisor's Role.* For our purposes today, know that if a member begins to exceed the training intensity appropriate for the activity, the on-scene senior's role is to step forward and provide an on-the-spot correction. Further, some extra, individualized coaching may be needed. Momentarily exceeding a reasonable training intensity is not hazing, but it is a teachable moment requiring the staff to steer the member(s) back toward more appropriate training techniques.



### *CAP's Higher Risk: Training Intensity*

Again, CAP has seen very few, if any instances of hazing in the previous several years. Due to our military-style training environment, the greater risk is in cadet staff or seniors implementing an inappropriately high training intensity.

To counter the risk of an inappropriate training intensity, senior members should exercise close, line of sight supervision during the most regimented aspects of cadet life. These include uniform inspections, dormitory inspections, promotion review boards, and physical fitness training.



Adults should closely supervise the most regimented aspects of cadet life, as this senior is doing during a dorm inspection.

## (6) *Abuse & The Response*

## Abuse

During the *Cadet Protection Basic Course*, you learned about the federal government's statutory definition of child abuse. To briefly review, abuse is:

*"Any recent act or failure to act on the part of a parent or caretaker (e.g. CAP adult leader) that results in death, serious physical or emotional harm, sexual abuse, or exploitation, or alternatively, an act or failure to act that presents an imminent risk of serious harm."*

*Some important take-aways to remember include:*

- CAP senior members and cadet sponsor members function as caretakers of young people, so they have a duty to protect cadets from abuse.
- Abuse is serious physical harm, serious emotional harm, or serious sexual harm.
- Abuse may be an act of commission – you punch a cadet.
- Abuse may be an act of omission – you leave a cadet stranded without a ride home.



## Hazing

Hazing is a special type of abuse. You sometimes see hazing in intense programs, like college fraternity / sorority rushing, or when newcomers attempt to enter an elite unit. It can take any of three forms: physical abuse, emotional abuse, or sexual abuse.

### *Some classic examples of hazing include:\**

- Paddling, giving wedgies, shoving someone roughly
- Forced drinking (beer, hard liquor)
- Making another pretend to perform a sex act
- Binding someone to a chair and abandoning them
- Making newcomers push pennies down a hallway with their noses
- Blindfolding rookies and making them do stunts
- Cutting, greasing, or dying pledges' hair
- Smearing food onto a person's body
- Forcing rookies to be subservient to seniors (carry their bags, run silly errands, etc.)

The common threads running through these examples of hazing is that they attack the junior person's dignity by humiliating them, the acts serve no useful purpose, and the acts either directly harm the individual or places that person at risk of serious harm. Hazing is any conduct whereby someone causes another person to suffer or to be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. CAPR 60-2, 1.5.4



\* Hank Nuwer, *High School Hazing: When Rites Become Wrongs*. New York: Grolier, 2000.

## Abuse

**General Misconduct.** Notice that abuse is not simply “harm,” but *serious harm*. For example, calling a cadet a “dummy” one time is lousy leadership, is not tolerated in CAP, and is momentarily hurtful to the cadet(s) involved. But a reasonable person would likely conclude such bad behavior falls short of *serious harm* because the emotional pain is of short duration and is unlikely to cut deeply into an individual’s psyche. In that example, local leaders would indeed discipline the offender, but they would treat the misconduct as a boundary concern.

**Serious Harm.** In contrast, deliberately punching a cadet, tying a cadet to a chair and locking him in a closet, making multiple derogatory remarks about race or sexual orientation are probably examples of abuse because the actions inflict *serious harm*.



## *Responding to Reasonable Suspicions of Abuse*

**Reporting Process.** If a senior member or cadet sponsor member develops a reasonable suspicion of abuse, that adult must:

1. ensure the alleged victim is in a safe place, if not already.
2. immediately contact the wing commander, who immediately confers with the wing legal officer and/or NHQ general counsel.

If legal counsel advises the commander that the allegation does indeed represent a reasonable suspicion of abuse, the unit commander must immediately:

1. suspend the accused's CAP membership. A commander who fails to suspend the member once s/he has been informed by legal council, will be subject to disciplinary action.
2. take no further action until directed by NHQ/GC, through the wing. Notice that the unit commander does not conduct an investigation beyond initial, cursory fact-finding to determine that a reasonable suspicion of abuse exists.

CAPR 60-2, 4.4

Reports should be made through the chain of command. Reporters need not follow the normal chain in situations where the subject of suspicion is in that chain or if local commander(s) do not respond promptly. If necessary, reporters may contact CAP/GC directly at [GC@capnhq.gov](mailto:GC@capnhq.gov).

CAPR 60-2, 4.3





## *Local Laws for Reporting Child Abuse*

**Mandated Reporters.** In many states, volunteers who work with youth are considered mandated reporters and are required by law to report child abuse through a specific state system. These laws often apply to those 18 and older, even if you are still a cadet in CAP. Those who fail to do their due diligence may be subject to hefty fines or even imprisonment.

It's best to keep yourself informed about the local laws regarding reporting child abuse so that you may stay in compliance. Talk to your wing DCP and visit the Child Welfare website for your state to understand your responsibilities.

Mandatory reporters will report in accordance with the law first, then following the actions required by CAP.

CAPR 60-2, 4.2.3



## *Responding to Reasonable Suspicions of Abuse*

### *Communicating With the Membership*

From a practical perspective, the grapevine might begin to spread news of the “problem.” The commander must walk a fine line in this regard. On one hand, we want to halt the chatter because it is apt to spread half-truths and complicate an already difficult situation. On the other hand, abuse victims and people with first-hand information about an acute incident may be reluctant to come forward. An initial statement along these lines is recommended:

We’re looking into an instance of potential misconduct. We will not discuss the details at this time. Please allow the process time to work. Do not discuss this matter with fellow CAP members – do not feed the grapevine or rumor mill, and please do not place any trust in what you hear from it.

However, if you have any specific information about potential misconduct, please come forward. If you’re a cadet, go see any adult you trust. Know that no one can punish you in any way for your honest efforts to get help for yourself or to protect fellow members’ safety.

## *Responding to Reasonable Suspicions of Abuse*

### *Communicating With Parents*

CAP's policy is to provide factual information to parents as soon as practical following the development of a reasonable suspicion of abuse.

Having the unit commander contact the wing commander and NHQ general counsel helps enable CAP to meet its obligations to parents by providing senior leaders an opportunity to gather the facts, while simultaneously staying out of the way of a law enforcement investigation.

NHQ will provide to the wing and unit appropriate guidance on communicating with parents. Again, the initial statement recommended on the previous page may be used if the local commander is directly approached by a parent seeking information.

### *Communicating With Media*

Local CAP leaders will refer all media inquiries to NHQ.

Thank you for your inquiry. Please contact our national headquarters for the most up-to-date, factual information. You can reach them at 877-227-9142 . . .

### *Obtaining Help for Victims & "Secondary Victims"*

Typically, the law enforcement agency puts victims in touch with special services. Additionally, there may be "secondary victims," friends and colleagues who, though not directly harmed by an abuser, nevertheless feels the abuser's effects. CAP will cooperate with authorities to steer those individuals toward the special services they need.



## (7) *Training*

## Cadet Protection Training for Adults

**Newcomers.** New seniors and cadet sponsor members complete the Cadet Protection Basic Course upon joining CAP, as part of Level I training. It must be completed within 60 days of joining. CAR 60-2, 3.2.2.

**Adult Cadets.** Cadets must complete the Basic Course between ages 17 and 18. CAPR 60-2, 3.2.1

**Advanced Course.** Seniors who serve as unit commander or deputy/vice, director of cadet programs, inspector general, or chief of staff are required to complete the Advanced Course (ie: *this* course) before being assigned to that duty in eServices. This shouldn't slow down an appointment; the senior could agree to serve in the new, higher position, immediately complete the Advanced Course online, and then moments later be formally appointed to the new role in eServices. CAPR 60-2, 3.3.1

**Re-Certification.** Members will recertify in *either* the Basic or Advanced course every 48 months. That requirement helps ensure that everyone keeps their knowledge fresh, which can only strengthen the pro-safety culture around CAP. CAPR 60-2, 3.2, 3.3

### Recertification Example

**2015.** Joins CAP. Completes the Basic Course via Level I. Must recertify by 2019.

**2016.** Completes the Advanced Course and serves as deputy commander. The recertification clock resets for another 48 months to 2020.

**2020.** Now a unit commander, he recertifies in the Advanced Course.

Recertification in the Basic Course is not needed. In fact, he might never take the Basic Course again.

### Cadet Protection Advanced Course

*Training for adults entrusted with leadership responsibilities in the Cadet Program*

Civil Air Patrol National Headquarters  
October 2021 edition



**eSERVICES**  
CIVIL AIR PATROL

## *Cadet Protection Training for Cadets*

A recent addition to the Cadet Protection strategy is age-appropriate training for the cadets themselves in the “Cadet Wingman Course.” Throughout the leadership and character curricula, we emphasize the value of wingmen – the Air Force version of the buddy system.

In the Wingman Course, we try to prepare cadets to be “capable bystanders.” If they observe a fellow cadet is getting harassed, or has been pressured to lie, or someone is being inappropriate, we want the wingman to bring those concerns to any trusted adult. We want cadets to be aware of some possible warning signs regarding inappropriate relationships and to know they can be part of the solution.

Teenagers often believe they’re invincible. If we were to present cadet protection to them from the perspective of “watch out that *you* don’t get hurt,” that approach might not resonate. But appeal to their self identity as capable young leaders who can look out for their wingman, and perhaps the message will click.

CAPR 60-2, 3.4





## (8) *Case Study*

## Case Study

“Alvin” was a long-time CAP member, politically-influential in his small wing, and wealthy. He and his wife were unable to have children, so when he lavished gifts upon his friends’ pre-teen daughters, that behavior was understood to be innocent, grandfatherly-like generosity. Photos of the pre-teen girls adorned the walls of his home office.

The local squadron had two under-privileged female cadets, Jan and Molly, and Alvin would help them financially, paying encampment fees, buying field gear, and whatnot. When Molly turned 16 and needed a car to get to her after school job, Alvin bought one for her.

Two adults in the squadron, Carl and Kathy, began to feel that Alvin’s kindness had taken an unseemly turn, though no one suspected he would ever abuse a child.

Then, early one Christmas morning, CAP was alerted for a missing aircraft mission. One of the female cadets, Jan, was a qualified ground team member so her assistance was sought. A call to her home revealed that Jan had spent the night at Alvin’s home. Again, the pretense was that a wealthy man was generously providing a Christmas to a disadvantaged child. Carl and Kathy saw things differently: If Alvin was so generous, why did he invite only Jan to his home for Christmas, and not include Jan’s younger brother, also a cadet and equally underprivileged?

When Alvin and his wife celebrated their anniversary with a Mediterranean cruise, he included Jan. A normal person would never dream of doing such a thing. Carl and Kathy felt the behavior was bizarre and needed to end.

They met with Alvin, as friends, and asked him to cease with the favoritism. He refused. They consulted with the wing commander who dismissed their concerns, insisting Alvin was merely a generous, grandfatherly figure. Indeed, the two suspicious seniors had no evidence of abuse, only evidence of favoritism and eccentric behavior that took place in Alvin’s personal life, not at CAP.

During an overnight snowmobile trip, Alvin’s wife became gravely ill. It was later learned while his wife was hospitalized, Alvin continued his snowmobile trip, alone with Jan, who had been riding with the couple. No clear-thinking husband would abandon his wife in the hospital to spend time with a teenager.

Hearing this, Carl and Kathy again asked the wing commander for help, but he felt he had no authority to act because the strange conduct did not occur at CAP activities.

Then a single mom at Alvin’s church had become homeless. With a vacant “mother in law suite” in his home, Alvin invited the Mom and her two daughters to live with him until they got back on their feet.

A short while later, Alvin was convicted of fondling the younger of the two girls. He served three years in prison.

***Q: What aspects of this case should you find troublesome?***

***What CAP regulations were being broken and/or overlooked?***

*Case Study: Perspectives to Consider*

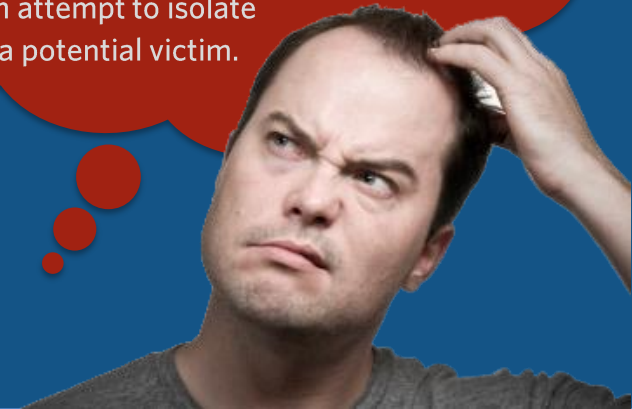




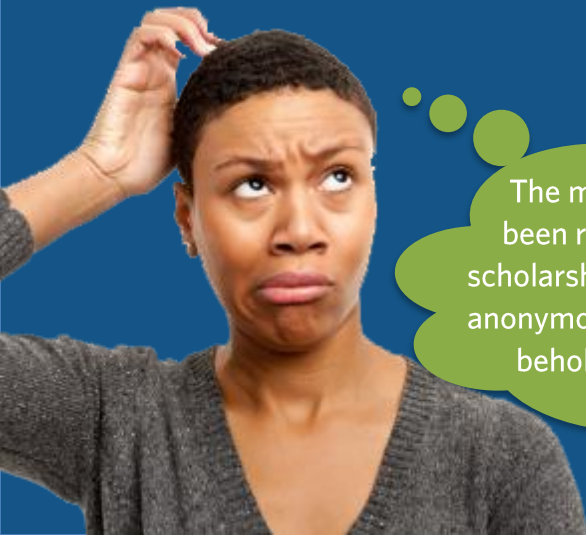
## Case Study: *Perspectives to Consider*



Generosity that does not extend to similarly-situated cadets is a possible indicator of favoritism, a poor leadership practice. Even worse, it could be an attempt to isolate a potential victim.

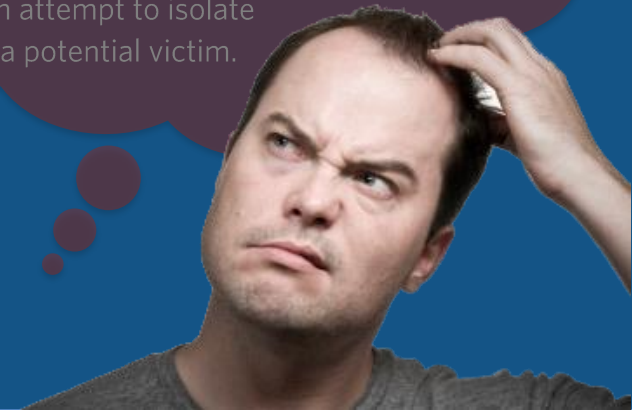


## Case Study: *Perspectives to Consider*



The multiple gifts of financial support could have been routed through the squadron as part of a scholarship program, and by keeping the benefactor(s) anonymous, would protect the cadet from feeling beholden to a particular individual.

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## Case Study: Perspectives to Consider

The trips and overnights: Seniors are not permitted to have significant contact with cadets outside of CAP. Furthermore, were Jan's parents hoodwinked into believing these were CAP-endorsed activities? "Mom, Col. Alvin needs me..., " leaving mom to believe an official activity was underway.

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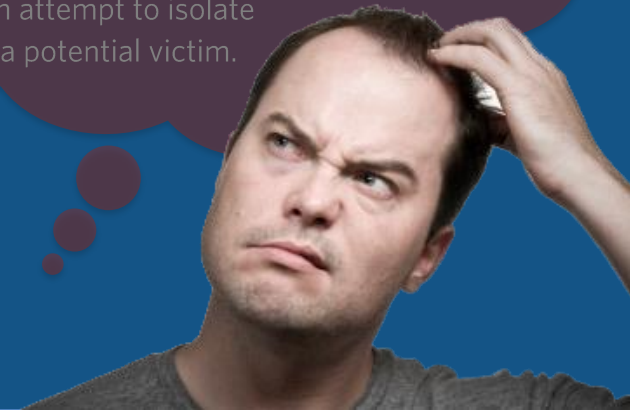
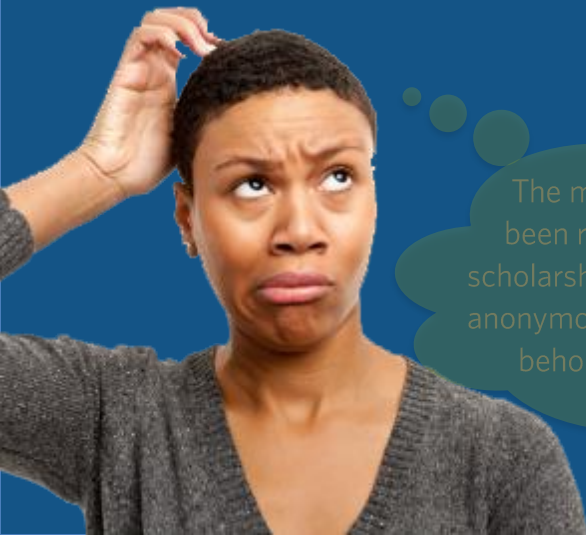
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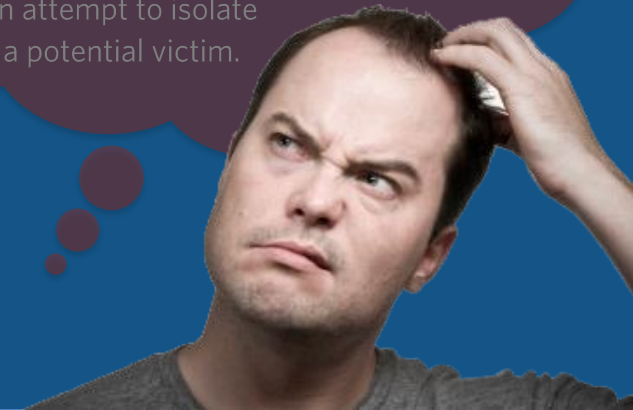
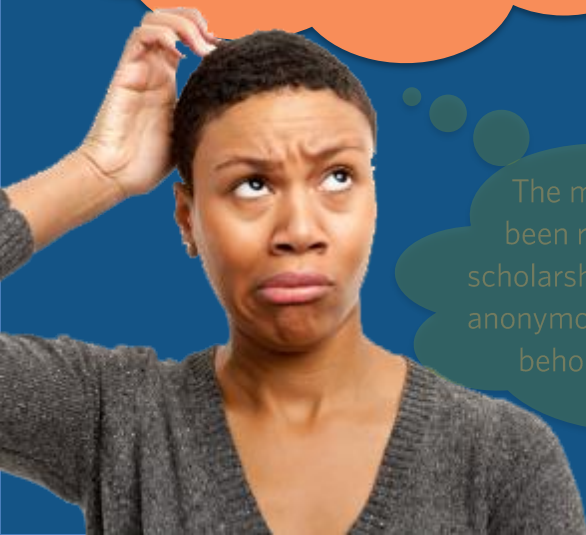
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## Case Study: Perspectives to Consider

The primary goal of any youth protection program is to keep the kids safe from harm. The wing commander's dismissal of Carl's and Kathy's reasonable concerns was an act of blindness or indifference. Kathy/Carl should have gone to the next step in the chain of command with their concerns.

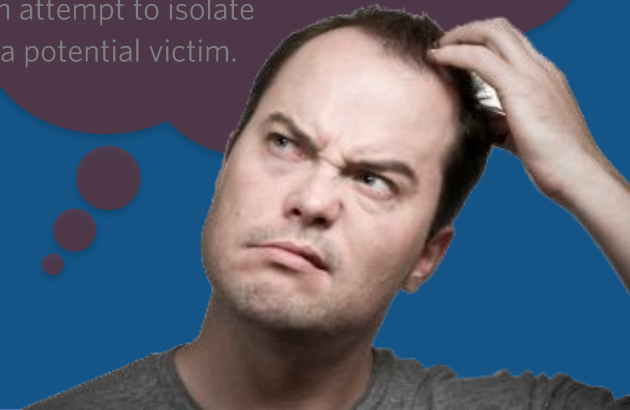
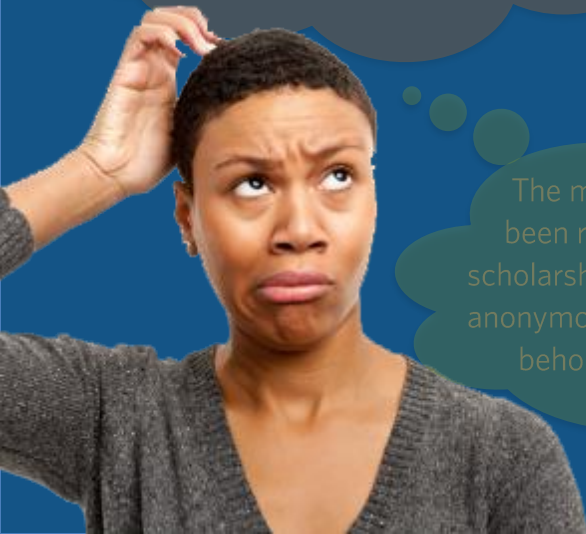
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So much harm would have been prevented if all adults in the case had consistently been alert to boundary concerns as possible precursors to abuse. Abusers tend to "groom" their victims over time.

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