

FAQ'S

1. What is the commitment of DeMolay International to Youth Protection?

Nothing is more important to DeMolay International than the protection and safety of our youth members. We believe that even one incident of child abuse is unacceptable, and we have been outraged when using our best efforts to protect our youth were not enough. DeMolay International is committed to providing a safe and secure environment for our youth members. Youth Protection requires a vigorous and sustained vigilance, we work every day to protect our youth through Mandatory Training, policies and procedures.

2. How does DeMolay protect our youth?

DeMolay International requires every prospective adult leader to submit an application, with references, submit to a background check, and complete Mandatory Youth Protection Training.

3. What are DeMolay International's Youth Protection policies?

DeMolay International strives to prevent abuse from occurring to our members through comprehensive policies and procedures, which include the following safeguards:

- Ongoing Youth Protection education for all adult volunteers and advisors.
- Use of a formal selection and screening process for all adult volunteers and adult leaders, which includes a criminal background check.
- A screening data base system to prevent the registration of individuals who do not meet DeMolay International's standards due to known abuse or other misconduct inside or outside of DeMolay.

4. What is DeMolay's message to parents about Youth Protection issues?

Youth Protection is the primary goal of DeMolay, and integral to everything we do as an organization. Parents are our most important allies in protecting our Youth. DeMolay will always maintain an open invitation and dialogue with the parents of our members. We always welcome parent to attend all our events and even encourage them to do so. Parents can join any Chapter as an advisor if the wish. We also encourage parents to talk to their young men about Youth Protection issues, even though the subject may be uncomfortable, this will help our Youth to understand that adults are willing to listen to them.

5. **Have all adult volunteers and registered advisors undergone criminal background checks?**

Yes, all adult volunteers and registered advisors have undergone a criminal background check. Each adult volunteer and registered advisor also will have random background checks completed and will be re-checked at least every five (5) years.

6. How are adult volunteers or advisors selected?

- Step 1: Application

All adults who wish to become volunteers or advisors must fill out an application which will require them to provide references, past addresses, other community affiliations and affirm that they have no criminal activity or accusations of criminal activity pending against them.

- Step 2: Training

No person can become an adult volunteer or registered advisor in DeMolay until they have completed the on-line training offered by DeMolay International. This training includes Youth Protection Training.

- Step 3: Reference checks

References may be checked with individuals listed in the application, organizations listed or other entities that have been included in the application.

- Step 4: Criminal Background check

DeMolay International requires a criminal background check on all applicant to DeMolay International. Background checks are conducted by a national respected third party who also provides this service to many other local groups, state and federal governments.

- Step 5: Volunteer Screening Database Check

Before an applicant can be certified as an adult volunteer or a registered advisor, DeMolay International will verify if this individual is or is not included in our database of individuals that are prohibited from participation in our Order. The database prevents the registration of those individuals who do not meet the standards of DeMolay International.

7. Is Youth Protection training a requirement for all adult volunteers?

Yes, all adult volunteers are required to take the Youth Protection Training before they can begin to work with the young men. They will also be required to do a recertification each year and will be subject to random background checks and a required one every five (5) years.

8. What other requirements are there for volunteers?

All volunteers are required to recertify each year, this recertification asks them to report anything that may have an impact on their serving the young men of DeMolay, such as:

- Traffic tickets, accidents or other moving violations
- Health issues
- Substance abuse of any type
- Any actions taken against them from any organization serving youth
- Any pending actions by youth serving organizations
- Any action or pending action against them from any organizations

9. How does DeMolay communicate with youth members about abuse and things they can do to protect themselves?

DeMolay members are required to complete scenarios concerning different types of abuse at the Chapter level each year. The main emphasis of these scenarios is to reinforce the “three R’s” of youth protection which are:

- Recognize situations that place them at risk.
- Respond to suspected, attempted or actual abuse, as well as policy violations.
- Report suspected, attempted or actual abuse to a parent, trusted adult volunteer, registered advisor or law enforcement.

10. What actions does DeMolay International take to address volunteer misconduct within its organization?

DeMolay International has always placed the safety and security of its members as the number one priority. DeMolay strives through constant vigilance to provide a safe and secure environment where our young people can engage in activities and learn life skills to become better leaders and men.

DeMolay International has a “zero” tolerance policy for all types of abuse. Anyone found to have violated any of the policies or having committed abuse will be removed from the program and subject to criminal prosecution from the authorities.