EXHIBIT 1

EXHIBIT 1

Public Law 85-870

AN ACT

To incorporate the Big Brothers of America.

September 2, 1958
[S. 3728]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the following persons: Charles G. Berwind, Philadelphia, Pennsylvania; Mark Willcox, Junior, Philadelphia, Pennsylvania; Earle S. Thompson, New York, New York; Archie O. Dawson, New York, New York; Isadore A. Wyner, New York, New York; and their successors, are hereby created and declared to be a body corporate of the District of Columbia, where its legal domicile shall be, by the name of the Big Brothers of America (hereinafter referred to as the corporation) and by such name shall be known and have perpetual succession and the powers, limitations, and restrictions herein contained.

Big Brothers of America, incorporation.

COMPLETION OF ORGANIZATION

SEC. 2. A majority of the persons named in the first section of this Act are authorized to complete the organization of the corporation by the adoption of a constitution and bylaws, not inconsistent with this Act, and the doing of such other acts (including the selection of officers and employees in accordance with such constitution and bylaws) as may be necessary for such purpose.

PURPOSES OF THE CORPORATION

SEC. 3. The purposes of the corporation shall be to aid and assist boys throughout the United States of America and Canada in the solution of their social and economic problems, and assist in their health, educational and character development; to promote the use of the techniques of such assistance developed by the corporation, by other lay and professional agencies and workers, to receive, invest, and disburse funds and to hold property for the purposes of the corporation.

CORPORATE POWERS

SEC. 4. The corporation shall have power—

(1) to have succession by its corporate name;

(2) to sue and be sued, complain, and defend in any court of competent jurisdiction;

(3) to adopt, use, and alter a corporate seal;

(4) to choose such officers, managers, agents, and employees as the business of the corporation may require;

(5) to adopt, amend, and alter a constitution and bylaws, not inconsistent with the laws of the United States or any State in which the corporation is to operate, for the management of its property and the regulation of its affairs;

(6) to contract and be contracted with;

(7) to take by lease, gift, purchase, grant, devise, or bequest from any private corporation, association, partnership, firm, or individual and to hold any property, real, personal, or mixed, necessary or convenient for attaining the objects and carrying into effect the purposes of the corporation, subject, however, to applicable provisions of law of any State (A) governing the amount or kind of property which may be held by, or (B) otherwise limiting or controlling the ownership of property by, a corporation operating in such State;

(8) to transfer, convey, lease, sublease, encumber, and otherwise alienate real, personal, or mixed property; and

(9) to borrow money for the purposes of the corporation, issue bonds therefor, and secure the same by mortgage, deed of trust, pledge, or otherwise, subject in every case to all applicable provisions of Federal and State laws.

PRINCIPAL OFFICE: SCOPE OF ACTIVITIES: DISTRICT OF COLUMBIA AGENT

SEC. 5. (a) The principal office of the corporation shall be located in Philadelphia, Pennsylvania, or in such other place as may be later determined by the board of directors, but the activities of the corporation shall not be confined to that place, but may be conducted throughout the various States, Territories, and possessions of the United States and in Canada to the extent permitted by Canadian laws.

(b) The corporation shall have in the District of Columbia at all times a designated agent authorized to accept service of process for the corporation; and notice to or service upon such agent, or mailed to the business address of such agent, shall be deemed notice to or service upon the corporation.

MEMBERSHIP

SEC. 6. Eligibility for membership in the corporation and the rights, privileges, and designations of classes of members shall, except as provided in this Act, be determined as the constitution and bylaws of the corporation may provide. Each member of the corporation shall have the right to one vote on each matter submitted to a vote at all meetings of the members of the corporation.

BOARD OF DIRECTORS: COMPOSITION, RESPONSIBILITIES

SEC. 7. (a) Upon the enactment of this Act the membership of the initial board of directors of the corporation shall consist of the present members of the board of directors of the Big Brothers of America, Incorporated, the corporation described in section 16 of this Act, or such of them as may then be living and are qualified members of said board of directors, to wit:

Justice Tom Clark, Washington, D. C. (honorary);
Honorable Stuart Garson, Ottawa, Ontario, Canada (honorary);
Honorable Luther W. Youngdahl, Washington, District of Columbia (honorary);
Charles G. Berwind, Philadelphia, Pennsylvania;
Henry J. Benisch, Brooklyn, New York;
DeVere Bobier, Flint, Michigan;
J. Carroll Brown, Lansing, Michigan;
Fielding T. Childress, Saint Louis, Missouri;
Guy de Puyjalon, Ottawa, Ontario, Canada;
Robert E. Curry, New York City, New York;
Jere Gillette, Detroit, Michigan;
Benjamin van D. Hedges, New York City, New York;
Honorable Thomas C. Hennings, Junior, Washington, District of Columbia;
Doctor Kenneth D. Johnson, New York City, New York;
Charles B. Levinson, Cincinnati, Ohio;
Walter H. Levy, Providence, Rhode Island;
Richard Loud, Boston, Massachusetts;
George O. Ludcke, Junior, Minneapolis, Minnesota;
Charles E. McMartin, Saginaw, Michigan;
John McShain, Philadelphia, Pennsylvania;
John E. Mangrum, Dallas, Texas;

George Miller, Los Angeles, California;
Nicholas C. Mueller, Baltimore, Maryland;
Herbert Myerberg, Baltimore, Maryland;
Thomas J. Potts, Columbus, Ohio;
Norfleet H. Rand, Saint Louis, Missouri;
G. Ruhland Rebmann, Junior, Philadelphia, Pennsylvania;
James B. Reese, Los Angeles, California;
Sanford Reider, Cleveland, Ohio;
Thomas A. Rogers, Denver, Colorado;
Robert N. Rosenthal, Cincinnati, Ohio;
Canon John Samuel, Hamilton, Ontario, Canada;
Maurice Schwarz, Junior, Los Angeles, California;
Isadore M. Scott, Philadelphia, Pennsylvania;
Milton Seaman, New York City, New York;
Nathaniel Sharf, Boston, Massachusetts;
Jay C. Standish, Cleveland, Ohio;
Donald W. Thornburgh, Philadelphia, Pennsylvania;
Robert L. Walston, Houston, Texas;
J. Austin White, Cincinnati, Ohio;
Meredith Willson, Los Angeles, California:
Paul Wilson, Detroit, Michigan; and
E. N. Zeigler, Florence, South Carolina.

(b) Thereafter the board of directors of the corporation shall consist of such number as may be prescribed in the constitution of the corporation, and the members of such board shall be selected in such manner (including the filling of vacancies), and shall serve for such terms, as may be prescribed in the constitution and bylaws of the corporation.

(c) The board of directors shall be the managing body of the corporation and shall have such powers, duties, and responsibilities as may be prescribed in the constitution and bylaws of the corporation.

OFFICERS: ELECTION AND DUTIES OF OFFICERS

SEC. 8. (a) The officers of the corporation shall be a chairman of the board of directors, a president, one or more vice presidents (as may be prescribed in the constitution and bylaws of the corporation), a secretary, and a treasurer.

(b) The officers of the corporation shall be elected in such manner and for such terms and with such duties as may be prescribed in the constitution and bylaws of the corporation.

USE OF INCOME: LOANS TO OFFICERS, DIRECTORS, OR EMPLOYEES

SEC. 9. (a) No part of the income or assets of the corporation shall inure to any of its members, directors, or officers as such, or be distributable to any of them during the life of the corporation or upon its dissolution or final liquidation. Nothing in this subsection, however, shall be construed to prevent the payment of compensation to officers of the corporation in amounts approved by the board of directors of the corporation.

(b) The corporation shall not make loans to its officers, directors, or employees. Any director who votes for or assents to the making of a loan or advance to an officer, director, or employee of the corporation, and any officer who participates in the making of such a loan or advance, shall be jointly and severally liable to the corporation for the amount of such loan until the repayment thereof.

NONPOLITICAL NATURE OF CORPORATION

SEC. 10. The corporation, and its officers and directors as such, shall not contribute to or otherwise support or assist any political party or candidate for public office.

LIABILITY FOR ACTS OF OFFICERS AND AGENTS

SEC. 11. The corporation shall be liable for the acts of its officers and agents when acting within the scope of their authority.

PROHIBITION AGAINST ISSUANCE OF STOCK OR PAYMENT OF DIVIDENDS

SEC. 12. The corporation shall have no power to issue any shares of stock or to declare or pay any dividends.

BOOKS AND RECORDS: INSPECTION

SEC. 13. The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of its members, board of directors, and committees having any authority under the board of directors; and it shall also keep at its principal office a record of the names and addresses of its members entitled to vote. All books and records of the corporation may be inspected by any member entitled to vote, or his agent or attorney, for any proper purpose, at any reasonable time.

AUDIT OF FINANCIAL TRANSACTIONS

SEC. 14. (a) The financial transactions shall be audited annually by an independent certified public accountant in accordance with the principles and procedures applicable to commercial corporate transactions. The audit shall be conducted at the place or places where the accounts of the corporation are normally kept. All books, accounts, financial records, reports, files, and all other papers, things or property belonging to or in use by the corporation and necessary to facilitate the audit shall be made available to the person or persons conducting the audit; and full facilities for verifying transactions with the balances or securities held by depositories, fiscal agents, and custodians shall be afforded to such person or persons.

(b) A report of such audit shall be made by the corporation to the Congress not later than six months following the close of each year for which the audit is made. The report shall set forth the scope of the audit and shall include a verification by the person or persons conducting the audit of statements of (1) assets and liabilities, (2) capital and surplus or deficit, (3) surplus or deficit analysis, (4) income and expense, and (5) sources and application of funds. Such report shall not be printed as a public document.

EXCLUSIVE RIGHT TO NAME, EMBLEMS, SEALS, AND BADGES

SEC. 15. The corporation and its subordinate divisions shall have the sole and exclusive right to use the name, The Big Brothers of America. The corporation shall have the exclusive and sole right to use or to allow or refuse the use of such emblems, seals, and badges as have heretofore been used by the predecessor New York corporation, Big Brothers of America, Incorporated, described in section 16 of this title and the right to which may be transferred to the corporation.

TRANSFER OF ASSETS

SEC. 16. The corporation may acquire the assets of the Big Brothers of America, Inc., a corporation organized under the laws of the State of New York, upon discharging or satisfactorily providing for the payment and discharge of all of the liability of such corporation and upon complying with all laws of the State of New York applicable thereto.

USE OF ASSETS ON DISSOLUTION OR LIQUIDATION

SEC. 17. Upon dissolution or final liquidation of the corporation, after discharge or satisfaction of all outstanding obligations and liabilities, the remaining assets, if any, of the corporation shall be distributed in accordance with the determination of the board of directors of the corporation and in compliance with the constitution and bylaws of the corporation and all Federal and State laws applicable thereto.

RESERVATION OF RIGHT TO AMEND OR REPEAL CHARTER

SEC. 18. The right to alter, amend, or repeal this Act is expressly reserved.

Approved September 2, 1958.

Public Law 85-871

AN ACT

September 2, 1958
[H. R. 13559]

To amend the War Orphans' Educational Assistance Act of 1956 to permit the Administrator of Veterans' Affairs to make payments with respect to special restorative training, or specialized courses of vocational training, for younger persons than those with respect to whom the Administrator may now make such payments, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the War Orphans' Educational Assistance Act of 1956 is amended by—

War Orphans Educational Assistance Act of 1956, amendments. 70 Stat. 411. 38 USC 1031 note.

(1) redesignating clauses (2) and (3) of subsection (a) of section 203 of such Act as clauses (3) and (4), respectively; and by inserting after clause (1) a new clause (2) as follows:

"(2) if he has a mental or physical handicap, and the Administrator determines that his best interests will be served by pursuing a program of special restorative training under title IV, or a specialized course of vocational training under title III, such period may begin before his eighteenth birthday, but not before his fourteenth birthday;";

(2) inserting "(1)" in subsection (a) of section 312 after the words "such course", and adding the following phrase before the period at the end of that subsection: ", or (2) is approved for the enrollment of the particular individual under the provisions of section 314"; and

(3) adding at the end of title III a new section 314, as follows:

"SPECIALIZED VOCATIONAL TRAINING COURSES

"SEC. 314. Notwithstanding the provisions of subsections (b) and (c) of section 312, the Administrator may approve a specialized course of vocational training leading to a predetermined vocational objective for the enrollment of an eligible person under this title if he finds that such course, either alone or when combined with other courses, constitutes a program of education which is suitable for that person and is required because of a mental or physical handicap."

38 USC 1072.

Approved September 2, 1958.

EXHIBIT 2

EXHIBIT 2

Public Law 95-167
95th Congress

An Act

To amend the Federal charter of the Big Brothers of America to include Big Sisters International, Incorporated, and for other purposes.

Nov. 11, 1977
[S. 2208]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That (a) the first section of the Act entitled "An Act to incorporate the Big Brothers of America", approved September 2, 1958 (36 U.S.C. 881 et seq.) is amended—

Big Brothers of America.
Federal charter, amendment.

(1) by inserting "(a)" before "the following";

(2) by striking out "Big Brothers of America" and inserting in lieu thereof "Big Brothers—Big Sisters of America"; and

(3) by adding at the end thereof the following new subsection:

"(b) This Act may be cited as the 'Big Brothers—Big Sisters of America'."

(b) Section 3 of such Act (36 U.S.C. 883) is amended—

(1) by striking out "boys" and inserting in lieu thereof "individuals"; and

(2) by striking out "and Canada".

(c) Section 5(a) of such Act (36 U.S.C. 885(a)) is amended by striking out "and in Canada to the extent permitted by Canadian laws".

(d) Section 7(a) of such Act (36 U.S.C. 887(a)) is amended by striking out "section 16" and inserting in lieu thereof "section 16(a)".

(e) Section 15 of such Act (36 U.S.C. 895) is amended—

(1) by striking out "the name, The Big Brothers of America" and inserting in lieu thereof the following: "any of the following names: The Big Brothers of America; Big Sisters International, Incorporated; Big Sisters of America; Big Brothers; Big Sisters; Big Brothers—Big Sisters of America; and Big Sisters—Big Brothers"; and

(2) by striking out "section 16 of this title" and inserting in lieu thereof the following: "section 16(a) of this Act, and by the District of Columbia corporation, Big Sisters International, Incorporated, described in section 16(b) of this Act,".

(f) Section 16 of such Act (36 U.S.C. 896) is amended—

(1) by inserting "(a)" before "The corporation"; and

(2) by adding at the end thereof the following new subsection:

"(b) The corporation may acquire the assets of Big Sisters International, Incorporated, a corporation organized under the laws of the District of Columbia, upon discharging or satisfactorily providing for the payment and discharge of all of the liability of such corporation and upon complying with all laws of the District of Columbia applicable thereto.".

EXHIBIT 3

EXHIBIT 3

BIG BROTHERS® OF AMERICA

BBA Private

TO: Presidents, All Affiliated Agencies
Executive Directors, All Affiliated Agencies
BBA Board of Directors

FROM: L.P. Reade, Executive Vice President, BBA

DATE: January 14, 1977

RE: BBA National Clearinghouse for Information on Sexual Child Abuse

As a result of the unfortunate situation in the West and indications that the condition, although small in numbers, may not be isolated, it is necessary to gather data surrounding the incidence of such child exploitation and abuse on the part of volunteers and parents. Many states now have laws which follow the federal "Model Child Abuse and Neglect" statute outline and require reporting of such cases to proper authorities. Many of these state laws include sexual abuse along with other physical and psychological abuse. In order to 1) determine the incidence level; 2) analyze the patterns (if any) of this behavior; 3) develop National policy; and 4) provide guidance on volunteer selection and predictability, BBA National Headquarters asks that each Agency send a written report to Philadelphia on each case which has occurred in the last six (6) months and any which might occur in the future.

This report should include:

1) Complete case files (intake, match and supervision) on the volunteer child(ren) and parent(s) involved in any incident (any identification material such as names, addresses, photographs, etc. should be deleted on the photocopy to BBA).

2) A descriptive report of the specific exploitive and/or abuse actions which have occurred, which were carried out by the volunteer or parent (these may be police reports, agency files, child protective services investigations, etc.).

3) A summary report on how the situation was handled by the agency including:

   a) Actions with the volunteer
   b) Actions with the child
   c) Actions with the parent
   d) Response of Agency Staff

MEMORANDUM MEMORANDUM MEMORANDUM MEMORANDUM

e) Response of Agency Board
f) Response of community (media, funding sources, social work community, etc. - include photocopies of news articles if possible).

BBA is developing a relationship with professionals and volunteers in the field of sexual child abuse and will be reviewing these reports, in confidentiality, in order to develop a data base for future training and workshops at Regional and Annual Meetings (no agency names will be reported in any material prepared).

This is a very difficult and sensitive issue with which to deal. Suffice it to say that ignoring it won't make it go away. Rather, by studying the nature of these occurrences and the individuals and organizations involved, we can really develop methods of protecting the children with whom we deal. Your earnest and complete help in this matter is solicited. Thank you.

Please address all material to L.P. Reade, Executive Vice President, BBA, and mark PRIVATE and CONFIDENTIAL.

LPR:mer

EXHIBIT 4

EXHIBIT 4

MEMORANDUM

BIG BROTHERS/BIG SISTERS OF AMERICA

TO: *All Affiliated Agencies' Board Presidents and Executive Directors*

FROM: *The Agency and Program Services Committee of the National Board of Directors of BB/BSA*

RE: ***Issue of Child Molestation in BB/BS Agencies***

A concerted effort at the National Organization to determine the incidence level of sexual child abuse, to analyze the pattern of this behavior, to develop National Policy and to provide guidance on volunteer selection and predictability was initiated by BBA in January 1977. Each affiliated agency was requested by BBA to submit a written report on each incident of sexual child abuse, if any, which had occurred in the last six months.

Agencies submitted and have continued to submit to BB/BSA pertinent information on child molestation incidences in their agencies.

Concurrent with this development, BB/BSA had conducted staff training workshops on the subject of child molestation. These workshops take place at Regional Conferences and at the Naitonal Conferences as well.

The cases of child molestation which BB/BSA has been made aware of, can provide us with some insights into the problem. We remain cautious in making generalizations based on specific cases, as a "profile" of the child molester can not be conclusively determined. We offer the limited information we have with this word of caution in mind and do so with the hope that it will provide us with greater light on this subject, and assist us in formulating policies to deal with this issue.

All incidences of child molestation which have been reported to BB/BSA occurred between Big Brothers and Little Brothers; in one case the incident occurred between an applicant and boy on the waiting list. All little brothers were under age 15. Generally, the agencies became aware of an incident of abuse through the boy's parent. In each instance, two or three favorable references were received for the Big Brother. The characteristics of the Big Brothers involved are too diverse and the information received is too scant to make generalizations, except to say that these men appeared to be "good Big Brothers" in that they saw their Little Brothers regularly; in fact, from the caseworkers' remarks, they tended to see their Little Brothers more than 3-4 hours per week, in addition to maintaining friendly contact with the agency.

None of the little brothers were adjudicated delinquent, and in all reported cases, the father was absent.

All incidences occurred between Caucasion BB's and LB's.

117 South 17th Street, Suite 1200, Philadelphia, PA 19103

Although a growing volume of literature exists on child abuse, there is not a great deal of literature available which fits with the BB/BS relationship. The research conducted by Dr. Groth and Mrs. Burgess on sexual offenders of children can provide us with some insights into the characteristics of offenders. Dr. Groth describes sexual offenders within two general categories. One, younger-teenage to early twenties, for whom the usual sexual preference is for children. The other, older-late twenties to forties, more established in terms of job and marriage, for whom adult heterosexual relations is the usual preference and the act of molestation occurs out of a life stress situation. These men are not homosexual as they do not prefer relations with adult men.

According to this research, these men overinvest in their relationships with children; are more involved with children than the norm; have few peer relationships; claim they love the child and in fact do many things for the child; do not lead an overtly deviant lifestyle; prefer children who have not developed sexually e.g. those under the age of puberty and are exploitable due to their need for companionship.

According to Dr. Groth, very rarely do molestors confess to their actions, rather they must be discovered by others, and the act of child molestation is one which they are likely to repeat.

From the specific cases BB/BSA has been made aware of and from the research conducted in this area, we can not expect to wholly prevent child molestation. However, we can strive to ensure that we are doing everything within our power as a professional youth serving organization to be cognizant of the potential for child molestation, and to screen, match and supervise BBs and LBs with the knowledge of that possibility.

In practice, this does not call for unusual or extreme action. What is indicated is a reinforcement of screening, matching, and supervision procedures in addition to further training in the area of child sexual abuse. We make the following recommendations:

Screening:

1. *That a police check for all applicants be routinely conducted (unless otherwise specified by law);*

2. *That a minimum of 3 references must be obtained from volunteer applicants; which should include (if applicable) the applicant's employer, someone known since childhood, and someone from community or social organizations which the applicant has been involved in. References should have known applicant for at least one year. In addition, we suggest two additional personal references;*

3. *That a minimum of two interviews be conducted by the staff worker with the volunteer applicant and that the content of these interviews deal in detail with the emotional, social, and sexual lifestyle of the applicant in addition to obtaining the demographic data. The interview should include an explanation by the caseworker that the agency is concerned about child molestation; (that any incident of child molestation) reported to the agency will be reported to the Protective Services of the county Department of Social Services for further investigation and that when an accusation has been made the match will be terminated. Further, the staff work shown inform the applicant that the agency is not responsible for determining guilt or innocence if an accusation is made, but is responsible for protecting the best interests of the child.*

This explanation is provided as a statement of routine agency policy; it is not selectively applied. The applicant should be made aware of this. Just as plane crashes are rare; each airline informs the passengers of the possibility of a crash and what measures will be taken should one occur, so must the applicant be informed that although rare and not expected of any particular applicant, the agency's policy is to inform all applicants of the possibility and the measures which will follow. The contents of these interviews must be documented in the applicant's case record.

4. *That a minimum of two interviews be conducted with the parent and child. The parent is provided with the same statement of policy on child molestation as the volunteer.*

Supervision:

That a minimum of three phone contacts occur between volunteer, parent and child in the first six weeks and that an in-person interview is held with volunteer, parent and child at the end of six weeks. Further, that monthly contact with volunteer, parent, and child and at least two in-person meetings take place up to twelve months and during the 12 to 24 month period at least bi-annually meetings and quarterly contacts take place.

The content of these contacts, with the parent and child should include questions regarding how the BB/BS demonstrates his/her affection for the child.

All contacts are documented and placed in the appropriate case file.

Training:

We suggest that staff, volunteers and parents involved in BB/BS's programs receive training in the area of child sexual abuse.

This training can take place in the form of regional workshops, attendance at National Conference workshops on the subject in addition to in-service agency workshops.

It is our conviction that the use of these procedural guidelines will be worthy additions to the professional quality of service we provide to children and will further aid us in preventing and reducing incidents of child molestations in our agencies.

Thank you for your cooperation on this serious issue.

EXHIBIT 5

EXHIBIT 5

CHILD SEXUAL ABUSE

by

DONALD L. WOLFF
NATIONAL VICE PRESIDENT, PROGRAM
BIG BROTHERS/BIG SISTERS OF AMERICA

ISSUED BY

BIG BROTHERS/BIG SISTERS OF AMERICA

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LEGAL REPORT - CHILD SEXUAL ABUSE
BIG BROTHERS/BIG SISTERS OF AMERICA

INTRODUCTION

As you know, the reported number of child abuse/molestation instances have been increasing. Unfortunately, we who are in the field of providing service, particularly volunteer service, to young children in our community are faced with the knowledge as well as the problem that said service attracts those who may abuse our children as well as those whose motives are pure. It is my intention that this paper assist you in the detection and selective process, supervision, the allegation and investigative procedures, prosecution and trial of the alleged abuser, as well as the agency itself, insurance availability and the role of the Executive Director and professional staff with the child, parent, volunteer, board, media/press and the community.

Although the vast majority of reported cases and agency experiences have been with males as the abusers, we should treat the subject of child abuse in nonsexist terms. Recent studies do indicate that females also sexually abuse children. In West Virginia a recently published study indicates that 13% of those who were victims were assaulted

by females.[1] We have had one reported case with a Big Sister which resulted in prosecution so we are concerned with the issue of sexual assault on both a male and female issue. Any reference hereafter which seems to deal only with the male sex should be considered for both sexes.

As former legal counsel to the national board of directors for BB/BSA, and as a former chief trial assistant, prosecuting attorney and present criminal defense lawyer, I hope to draw on many past experiences. You are reminded and cautioned, however, that there are few absolutes in this area and we are still in the very early stages of the learning process. I wish to acknowledge the contributions of other individuals who have added source material and their own experiences to this project. Sexual Assault of Children and Adolescents by Ann W. Burgess, A. Nicholas Groth, Lynda Lytle Holmstrom, and Suzanne M. Sgroi, Lexington Books/D.C. Heath, 1978; Robert E. Longo MRC; President, Sexual Assault Research Association, Inc; Region VI PSC, Hal Smith, Chrm., Bill Hobson, BB/BS of Greater Hartford, Inc., Hartford County; John B. Pearson, Director, District I; Jo Alexander, Executive Director, BB/BS of Orange County, CA; Ernie Hatfield, Executive Director, BB/BS of Lexington, KY; John Wertz, Legal Counsel to Board of Directors, BB/BSA and David W. Bahlmann, Executive Vice President,

[1] LeRoy G. Schultz & Preston Jones, Jr., Sexual Abuse of Children: Issues for Social Services and Health Professionals, Child Welfare, Vol. LXII, Number 2, March/April 1983.

BB/BSA, and all District Directors, Lynn Klein, Margaret Slack and Jack Holtman.

DETECTION AND SELECTION PROCESS

Unfortunately, no one has as yet been able to design an accurate or satisfactory "profile" on the potential child abuser or molester. Until we discover the elusive "profile" we are left with much speculation and guesswork. It is also necessary to recognize our concern that most volunteers will not tolerate or accept unreasonable pre-selection intrusions upon their privacy and their individual rights. We are driven, to some degree, by pressures to increase the number of our matches and likewise to decrease the number of the children on our waiting lists. Yet we must somehow balance the need to increase and retain our worthy volunteers with the public trust given us to protect the children to the best of our professional ability and judgment.

Composition of the local Board of Directors can be most useful to the professional staff in the detection and selection process of our Big Brother applicants. I recommend every board be composed of or have access to some of the following professional persons: child psychologist; psychiatrist or therapist; personnel manager or one experienced in interviewing techniques and psychology; local insurance agent;

public relations expert or local TV/newspaper personality; trial lawyer as well as a lawyer dealing with contracts, personnel problems, and other business related matters and a local police official or board of police commissioner. The above, to name only a few, could as board members or as a "program committee" assist professional staff in the application process and improving interviewing techniques. Screening will still be done by the professional staff, but it will be better prepared with this kind of board support.

Police reports are, in my opinion, absolutely necessary where permitted by local law. The reports should be requested from local,state and federal sources in the area where the applicant has resided during at least the past five years. It may be argued that we are only entitled to know conviction information, but I believe that arrests for child abuse-molestation type offenses are material information as well. The application should request any and all conviction information and additional arrest information in this limited abuse category. Where the agency cannot receive the information on their own, then the applicant should be required to obtain his/her own record check as a part of the application. You must verify and consider residence information along with the police check, for if an applicant has only resided in your community a short time, then the background check will in and of itself be insufficient if it does not include prior residence information

and police checks from those prior areas. In a recent case, the local agency failed to discover a child molestation conviction in a neighboring community because the applicant had moved and no check in the prior location was requested. This is so even though a clear police check was obtained in the new community. Local police officials can be and are very important and useful active, auxiliary or honorary board members. Letters of reference are a required procedure, but many agencies do not follow-up on these letters to verify their accuracy. Some agencies may not even closely study the letters themselves, but rather merely check-off the necessary requirements. In one case recently a review of the letter of reference document disclosed child-like handwriting and many misspelled words. This should have at least put the agency on notice that the letter was suspicious. One letter revealed upon reading that the writer was a "girlfirend" of the applicant. These letters of reference will be closely scrutinized by lawyers in the event the applicant is later discovered to be an abuser and they should be closely scrutinized by staff upon their receipt.

In an attempt to identify characteristics of the potential child abuser, I refer you to authorities such as A. Nicholas Groth, Ph.D., Director, Forensic Mental Health Department, Harrington Memorial Hospital, Southbridge, Massachusetts, and

co-director of the St. Joseph Institute for the Treatment and Control of the Child Sexual Abuse in West Hartford, CT., who has written:

> "In contrast to the notion that the child molester is an old man, we found all our clients had committed their first known offense before the age of 40; over 80 per cent were first offenders by the age of 30 and almost 5 percent had committed their first sexual assault before they reached adolescence. Rather than being a stranger, the majority of offenders knew their victims at least casually. Likewise the role of alcohol in the commission of the offense appears to be overemphasized. Less than one-third of our clients could be described as alcohol or drug dependent. The majority did not abuse alcohol or drugs and were not intoxicated at the time of their offenses."[2]

Almost all experts agree that the child abuser is not homosexual and is generally considered bisexual with heterosexual relationships. In a recent study it was found that of those who had sexual relationships with boys between the ages of 12 and 15, slightly more than half either will marry or are already married.

Dr. Groth has classified into two groups those adults who have become sexually involved with children. They are the fixated child offender and the regressed child offender.

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[2] Sexual assault of Children and Adolescents, Ann Wolbert Burgess, A. Nicholas Groth, Lynoa Lytle Holmstrom & Suzanne M. Sgrui. Lexington books, p.4.

"The fixated child offender is a person who has, from adolescence, been sexually attracted primarily or exclusively to significantly younger people, and this attraction has persisted throughout his life, regardless of what other sexual experience he has had. As a teenager the offender tends to avoid the usual patternization of socialization with age mates typical of adolescents, such as dating and competitive sports, and as an adult he generally does not initiate or actively pursue mature sexual relationships. Sexual thoughts and fantasies about children or young adolescents preoccupy the offender, and interest in them often reaches the level of an obsession. The offender appears sexually 'addicted' to children.

A regressed child offender is a person who originally preferred peers or adult partners for sexual gratification. However, when these adult relationships became conflictual in some important respect, the adult became replaced by the child as the focus of this person's sexual interests and desires. Typically this offender is married and a situation develops that threatens this relationship. Feeling overwhelmed by the resulting stress, this man becomes involved sexually with a child."[3]

Generally it is agreed that child molestation type offenses do not involve physical force for the commission of the offense. In fact the reverse is more often true. The offender usually entices through indoctrination the child into the sexual behavior through either persuasion or entrapment in which the child is caused to feel indebted or obligated. Since we deal with boys and girls who may have no adequate role model or parental figure in their lives, it is very characteristic to shower the child with new found approval.

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[3] Ibid.

affection and attention with the new relationship. Money, gifts and new, exiting adventures for the child with this new friend all could be ways to pressure the child into approval for otherwise reluctant behavior. Clearly our clients are a "high risk" for the potential abuser. The pedophilic applicant will generally try to encourage over-night visits, weekend stays at his home, or trips which involve travel very early in the relationship. The caseworker should be attuned to this type behavior and I generally recommend that staff approval be obtained before home visits and travel with the volunteer are approved. Although the preceeding would best be placed under "supervision" or "detection" sections, this subject can and should be discussed during screening. So, too, should you discuss during screening and orientation with the applicant that our clients are instructed about child abuse and they will report to us any improper behavior which in turn will be reported to the authorities for investigation and prosecution. This will serve to give notice and may even scare off the knowing abuser in advance.

Dr. Groth indicates that these offenders share some common psychological traits or characteristics. These tend to be a sense of isolation or alienation from others and ineptitude in negotiating interpersonal relationships, deep-seated feelings of inadequacy, and a tendency to experience themselves as helpless victims of an overpowering environment.

> "The child offender appears handicapped by poor impulse control, especially in regard to sexuality; poor ability to tolerate frustration or to delay immediate gratification of his needs; and low self esteem. He is relatively helpless in meeting psychological life demands and appears to be concerned only with his own needs and feelings. There is relative insensitivity or unawareness of the needs and feelings of others and little insight into or understanding of his own behavior. In essence, he is a psychological child in the physical guise of an adult."[4]

We have learned through experience that we cannot identify in advance those who we subsequently learn are child abusers. These offenders have been well respected and active persons in our communities. Many offenders have come to us with outstanding recommendations and references and have engaged in other community activities such as school teacher, scout leader, little league coach and professional people, just to mention a few.

The following information has been provided to help identify persons who <u>might</u> be prone to sexually abuse the children in our program.

1. If the individual is over 25 years old and single, especially if never married.

2. If there is evidence of a non-traditional lifestyle, i.e., has not participated in competitive sports, absence of normal peer relationships, associates and circle of friends are young people, absence of a dating relationship if individual is not married.

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[4] <u>Ibid</u>.