

A Proposal to the Society of St. Vincent de Paul_USA

To Implement the VIRTUS® Program, Including the Protecting God's Children® and Vulnerable Adult Program

VIRTUS Programs Summary

The VIRTUS® program is the National Catholic Services, LLC (NCS) best practices platform for risk control, and the Protecting God's Children® program is its structure for the prevention of child sexual abuse and vulnerable adult abuse.

This proposal focuses on the education and training of adults on how best to protect children. Using Protecting God's Children for Adults will provide awareness to employees and volunteers who interact with children and vulnerable adults on the harms of abuse, the warning signs of abuse, what participants can do to prevent abuse, and the policies and procedures for preventing abuse. VIRTUS *Online* can provide continuous education and information on the same subjects on a consistent basis.

Utilizing the VIRTUS *Online* system will provide tracking and reporting on who has trained, provide continuous education and training through web-based training bulletins and yearly certification through web-based courses. Information is provided by experts from across the United States on prevention of child sexual abuse. Additionally, an online awareness module is provided via VIRTUS *Online*. Finally, a VIRTUS qualified trainer will train personnel on how to administer the VIRTUS *Online* system.

NCS is a not-for-profit organization. NCS is committed to using revenue generated by the VIRTUS program to further enhance the offerings available through the VIRTUS program in order to provide more resources and better service to its VIRTUS program subscribers.

VIRTUS Program: Concept and Methodology

VIRTUS is the name given to the National Catholic risk control "platform." VIRTUS is both the foundation and the superstructure of all the risk control (loss prevention/loss control) initiatives undertaken by National Catholic. The name *virtus* derives from Latin, and means valor, moral strength, excellence, and worth. In ancient times, *virtus* denoted a way of life and manner of behavior that always aspired to the highest, most positive attributes of people and aspects of human interaction. Consequently, and particularly in light of National Catholic's affiliation with, and mission on behalf of, the Church, VIRTUS became a very appropriate choice for the name of National Catholic's risk control program.

The VIRTUS program constantly and consistently employs several elements as the cornerstone of its program methodology. These are (summarized):

- The VIRTUS program targets both institutional change and individual behavior modification, with all of its products/services.
- The VIRTUS program provides both reactive/responsive and proactive tools, often assembled as "toolkits," to address the exposure areas confronting our insureds.
- The VIRTUS program employs multiple modalities (written materials, web-based training courses, audio tapes, videotapes, training manuals, seminars, etc.) to reach its audience.
- The VIRTUS program utilizes a "Think Tank" development model, including engagement of an Expert Consulting Team that assists with the development and implementation of all VIRTUS products and services.

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- The VIRTUS program is an ongoing process—therefore, phases are never “finished,” but rather are continuously refined and updated and constantly available.
- The VIRTUS program plans activities to ensure a constant product/service “pipeline.”
- The VIRTUS program seeks and engages outstanding professional service providers for product development and training and manages them synergistically.
- The VIRTUS program is committed to measurable results and a continuous improvement model.
- The VIRTUS program adheres to a “best practice” standard.

The VIRTUS program is committed and dedicated to the task of constantly providing National Catholic's shareholders and non-shareholders, and indeed the broader Church, the absolute finest, most cost efficient, and effective risk control measures available anywhere.

Estimated Pricing Options

Pricing below for each option includes customization to the *Protecting God's Children® Awareness Session 4.0 & Vulnerable Adults 2.0 Combined* module with needed specific content on the front and back end of the module, which the content will be provided by and at the direction of the Society of St. Vincent de Paul and/or by each Council. The ability to add a policy/code of conduct within the registration process for electronic acknowledgment by Members and the ability to integrate with a background check provider to create a seamless process for Members to submit a background check (the background check provider would be selected and in contract with the Society/Council).

Each Council will have administrative access to the VIRTUS Online Platform that provides tracking and reporting on who has trained, continuous education and training for Members through web-based training, and the ability to print/review certificates for each Member. Instructions on the functionalities of the platform will be provided in both printed and webinar format.

Option 1: Estimated pricing for the *Protecting God's Children® Awareness Session 4.0 & Vulnerable Adults 2.0 Combined* online program and access to VIRTUS Online is \$5 per completed module per person plus cost of background check paid directly to provider, if applicable; and volume discounting is available based on the number of members/employees/volunteers. Billing directed to each organization.

Option 2: Estimated pricing for the *Protecting God's Children® Awareness Session 4.0 & Vulnerable Adults 2.0 Combined* online program and access to VIRTUS Online is \$10 per completed module per person plus cost of background check paid to provider, if applicable. Payment by volunteer.

Descriptions of the VIRTUS Online Training Modules:

Protecting God's Children® Online Awareness Session 4.0 The Protecting God's Children® for Adults training is a research-based training program that educates adults on how to become better protectors of children from child sexual abuse. Participants will learn how to become caring and safe adults who are a part of the solution to prevent, and respond to, child sexual abuse. The program is a modified version of the live training with video excerpts from the videos of A Time to Protect God's Children™ and A Plan to

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Protect God's Children™. Throughout the training, viewers will learn: • The reality and context of child sexual abuse, as well as victim/survivor advocacy. • How to identify problematic behavior that adults exhibit. • How abuse affects survivors, their families, and their communities. • The importance of maintaining healthy boundaries with children and youth. • Empowering action items and five comprehensive research-based steps to prevent and effectively respond to child sexual abuse, including: identifying warning signs of adult behavior, screening and selecting employees and volunteers, using technology appropriately when interacting with minors, responding to disclosures from children and youth, communicating concerns about inappropriate behavior and reporting suspected abuse. Time investment: 95 minutes. This module is available in English, Spanish, and with closed captioning.

Vulnerable Adult Training™ 2.0 This new and improved module was completely redesigned from version 1.0, and addresses the varied types of abuse surrounding vulnerable adults, including the vulnerability of persons living with intellectual and developmental disabilities. A multidimensional program, this module first looks at the definitions, context and reality of Vulnerable Adult abuse. Then, five steps are presented to help caring adults know proper behavior to both prevent abuse and to properly respond if aware of a problem. It can be utilized as a supplemental training, a refresher training, or even a stand-alone program for care providing or helping adults specifically involved in Vulnerable Adult Ministry. It is available as an online, live, or printed format. Time investment: approx. 45 minutes to complete. This module is available in English and Spanish.

Vulnerable Adults 2.0_Expansion on Shelters This module is an optional extension to the Vulnerable Adult Training 2.0, with more information on interacting with vulnerable adults in shelter types of settings, and how that can impact providing care, receiving care and communicating concerns. Time investment: approx. 10 minutes to complete. This module is available in English and Spanish.

Anti-Harassment Training Module™ 2.0 While workplace behavior is typically appropriate, there are some actions that can be construed as harassment or bullying. No organization is immune from harassment that can take multiple forms. The Anti-Harassment Training Module 2.0 is the second edition of the Sexual Harassment Training Module 1.0 and has been enhanced to include multiple types of discrimination and adult bullying. This anti-harassment training covers the following specific items, and more, such as the different types of verbal and non-verbal harassment, prevention and proper response, best practices for a positive work environment, and the complaint process, retaliation and resources. Time investment: approx. 65 minutes to complete. This module is available in English and Spanish.

Anti-Harassment Training Module 2.0_Manager Expansion™ This module is an extension to the Anti-Harassment Training Module 2.0, specifically for managers and supervisors. Managers and supervisors first participate in the Anti-Harassment Training Module 2.0, then transition seamlessly to the add-on Manager Expansion. This module has case study examples and interactive questions to evaluate comprehension, in addition to: • Awareness and application of the law for compliance • Understanding connections between inappropriate behavior, bullying, harassment & discrimination • Assistance on developing an organizational culture of civility and respect • Tips to observe the environment and proactively address questionable behavior before escalation • Best practices, protocols and suggested language for receiving and addressing complaints Time investment: approx. 95 minutes to complete. This program is currently available in English.



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Example Bookends, To Come Before and After the Training Module:

Welcome to the Protecting God's Children® Awareness Session 4.0 & Vulnerable Adults 2.0 Combined Program

The _____ welcomes you to the Protecting God's Children® Awareness Session 4.0 & Vulnerable Adults 2.0 Combined online training. The _____ requires all members, employees and [eligible](#) volunteers to complete safe environment training for adults. This valuable training in sexual abuse prevention educates participants on the signs of child sexual abuse and vulnerable adult abuse, the methods and means by which offenders commit abuse, and how to prevent it.

The program you are about to see contains true stories of survivors based on real cases of child sexual abuse. The content may be disturbing; it may bring about strong reactions.

If you feel as though you cannot complete the training, please contact your local safe environment administrator.

Congratulations on completing this required safe environment training!

If you need assistance because you, or someone you know, has been abused by a member or anyone acting in the name of the _____, please contact:

Name	HELPLINE
Office	Society _____
Phone Number	1-800-____ - ____
Email Address	helpline@ _____

To report abuse:

- If someone is in immediate danger, call 911.
- The _____ State Department of _____ Hotline is: 1-800-____ - ____
- For more information, please visit us at _____. Please note that contacting the _____ is NOT a substitute for your legal duties under _____ mandatory reporting laws. Your report to the _____ should only be in addition to reports you might have to make to the civil authorities. However, your additional report will help the _____ properly administer our responsibilities.

Additional material available to download: [PGC Tri-fold Brochure](#)

For more information regarding the VIRTUS Programs, please contact Pat Neal at pneal@virtus.org.