



## Squires Youth Protection

**Executive Officers:** We offer these as guidelines for your Squire program. We understand that not all of this policy will be able to be implemented in your jurisdiction, but we expect that you will use your **best judgement** based on our policy. Only the **Executive Officer** may make changes to this policy to work in their jurisdiction. No other advisor is authorized to make changes to this policy. If the Executive Officer makes changes for their jurisdiction, they are required to report those changes to the Service and Leadership Center, and to the Chair of the Youth Protection Committee in advance. Failure to report any changes will mean that all incidents will be judged based solely on this policy and the general Youth Protection policy.

DeMolay International is fully committed to the safety and protection of all of the youth involved in our program. The following are the minimum standards required by DeMolay International. Depending on a number of different factors including maturity of the youth, number of youth, type of activity additional steps and practices may be necessary. As always if you have questions on youth protection please contact your Executive Officer or Personal Representative of the Grand Master.

DeMolay International's general Youth Protection policies apply to all youth activities, including Manors of the Order of Squires, with the following addenda and exceptions:

### Ratio of Adult Volunteers to Youth:

During meetings of the Manor, there shall be at least two registered DeMolay Advisors present. The ratio of registered adult leaders to youth present shall be the same as the DeMolay International Youth Standards. (Two DeMolay Advisors for the first 8 youth and an additional adult worker for each additional 8 youth or portion thereof).

When Squires attend DeMolay events, they shall be counted with other youth participants. If there are 12 DeMolays, and 4 Squires there must be at least three registered adult volunteers, two of whom must be DeMolay Advisors. If there are 9 DeMolays and 2 Squires, there must still be at least two advisors.

As always these are minimum guidelines. The age and maturity of the attendees as well as the complexity of the activity and locale should be considered, and additional adult volunteers should be added as appropriate.

## **Overnights:**

Some Squire programs have overnight activities; others do not. This is at the discretion of the local Manor Advisory Councils and Executive Officer. Below are policies that cover a majority of the overnight activities that occur in the Squires program. If your type of overnight activity is not included, please consult your Executive Officer. Squires attending overnight events in Jurisdictions other than their own must have permission of their own and the hosting Executive Officer. The policies of the hosting jurisdiction shall govern during the event. The policies of the Manor's Executive Officer shall govern during travel to and from the event.

Whenever possible, Squires should be roomed exclusively with Squires. If Squires are roomed with DeMolays, the DeMolay(s) should be no older than 13 unless the Squire and DeMolay are related, in which case no non-related youth should be housed in the same room.

## **Bathing Facilities**

On various overnights like lock-ins and camping experiences there are often shared bathing facilities. Squires should have a designated time and place to use the bathing facilities that permits them sufficient time to bathe with privacy. Squires may not be showering at the same time as older youth or adults. At least two Advisors or one Advisor and one adult worker should be within hearing distance of the facility to provide general oversight.

## **Youth Protection for Squires**

Protecting our youth is our number one priority and empowering them to recognize, resist, and report is critical. How we speak to our younger aged youth is important. All Advisors, adult workers, and Squires must comply with DeMolay International's youth protection training requirements annually.

Adopted by the Board of Directors on June 23, 2022.