Hot Topic SCWS Assembly May 19, 2012

### Side by Side Comparison of Alateen Sponsor Packets

CURRENT SCWS PACKET PROPOSED
SCWS PACKET

Items underlined in BOLD lettering **CANNOT BE CHANGED**per Board of Trustees 2004 Motion
and subsequent World Service Conference confirmation

### **Current Introduction**

Alateens are younger members of the worldwide fellowship of Al-Anon/Alateen who have been affected by the alcoholism of a loved one. It is not the nature of our program to judge, however, it is our responsibility as adults to take reasonable steps to provide a safe environment for the minors and adults involved in Alateen. Therefore, pursuant to the Al-Anon World Service Board of Trustees' motion issued December 8, 2003, and affirmed at the 2004 World Service Conference, the following behavioral and safety requirements and certifying Process are established by the Southern California World Service Assembly.

### **Proposed Introduction**

Each Al-Anon Area in the World Service Conference Structure has Area Alateen Safety and Behavioral Requirements in place which meet or exceed the minimum requirements set by the 2003 Alateen Motion from the Board of Trustees (available from the WSO). The Area's Requirements include minimum requirements for Al-Anon Members Involved In Alateen Service (AMIAS), Alateen meetings, and Alateen participation in conferences, conventions, and other events. In order to use the Alateen name, the Area, all Al-Anon Members Involved in Alateen Service, all Alateen members, and all meetings and events with Alateen participation must be in compliance with the Area's Alateen Safety and Behavioral Requirements. Each Area's Alateen process details the steps that must be taken to meet its requirements." Al-Anon/Alateen Service Manual 2010-2013, page 83.

Slide 2

### **Current Eligibility Requirements (1-4)**

Every Al-Anon member involved with any Alateen service must meet the following requirements:

- 1. Be an Al-Anon member regularly attending Al-Anon meetings (in addition to any Alateen meeting).
- 2. Be at least 21 years of age
- 3. Have at least two years in Al-Anon in addition to any time spent in Alateen (or in AA)
- 4. Not have been convicted of a felony, and not have been charged with child abuse or other inappropriate sexual behavior, and not have demonstrated emotional problems which could result in harm to Alateen members.

### **Proposed Eligibility Requirements (1-4)**

Every Al-Anon member involved with any Alateen service must meet the following Area requirements.

- 1.Be an Al-Anon member attending regular Al-Anon meetings, at least one meeting a week. Attending an Alateen meeting does not fulfill this requirement.
- 2.Be at least 25 years of age.
- 3.Have at least two years in Al-Anon in addition to any time spent in Alateen (or in A.A.).
- 4. Have not been convicted of a felony, or have been charged with child abuse or other inappropriate sexual behavior, and have not demonstrated emotional problems which could result in harm to Alateen members.

### **Current Eligibility Requirements (5-8)**

### **Proposed Eligibility Requirements (5-8)**

### **NONE**

5.Know how to contact the DR (District Representative), SCWS (Southern California World Service) Area Alateen Sponsor Coordinator, SCWS AAPP (Area Alateen Process Person) and the SCWS Officers.

Website: www.scws-al-anon.org
6.Have a working knowledge of the
Alateen Policy as written in the
current Al-Anon/Alateen Service
Manual and the current "SCWS
Area Safety and Behavioral
Requirements for Alateen Groups,
Alateen Sponsors, and Al-Anon
Member Involved in Alateen Service
(AMIAS)".

7.Attend at least one SCWS Alateen Sponsor Workshop.

8.Complete and pass a background check.

Slide 4

### **Current Certification Process (3)**

### **Proposed Eligibility Requirements (9)**

3.Each Alateen sponsor and any Al-Anon Member Involved in Alateen Service agrees to step aside immediately if three or more of the Area trusted servants are in agreement that there is a controversy that interferes with the adult's objective of serving Alateen members: SCWS Area Officers, and/or the SCWS Alateen Coordinator and Alateen Sponsor Coordinator, and/or District Representative or District Alateen Liaison

9.Each AMIAS agrees to resign immediately if three or more of the SCWS committee members, one of which must be the SCWS Area Alateen Sponsor Coordinator or member of the SCWS Executive Board, are in agreement that there is a controversy that interferes with the adult's objective of serving Alateen members.

### **Current Certification Process**

### **Proposed Certification Process (1-2)**

### **NONE**

1.An Al-Anon member wishing to become an Al-Anon Member Involved in Alateen Service (AMIAS) must first contact his/her local District Representative (DR) and communicate their desire to be of service. The DR will provide the member with the required paperwork and go over the steps of the certification process with that member. This includes attending a district meeting.

2.A prospective AMIAS must be familiar with Al-Anon Family Groups (AFG) Guideline G-34 "Alateen Safety Guidelines", the Alateen Policy as written in the current Al-Anon/Alateen Service Manual and the current Southern California World Service (SCWS) Safety and Behavioral Requirements

Slide 6

### **Current Certification Process (1)**

### **Proposed Certification Process (3)**

1.Before participating in Alateen service, all prospective Alateen sponsors and any Al-Anon Members Involved in Alateen Service are required to read, agree to, and sign as indicated on Form One. They must also submit the form, "Al-Anon Members Involved in Alateen Service" [Form Two], and the "Authorization for Background Checks" [Form Three].

- 3.A prospective AMIAS is required to read, agree to, and sign;
- Agreement and Signature Page –
   Form One
- Authorization To Release
   Information for Background Check –
   Form Two
- •Al-Anon Members Involved in Alateen Service Form Three

A. In addition to the above documentation, the applicant must provide one Al-Anon personal reference known to both the DR and applicant. This reference cannot be related to the applicant. The reference should attest to prospective AMIAS' participation in the Al- Anon program, service experience and stability.

### **Current Certification Process (6)**

6.In November, 2006, the SCWS Assembly voted to obtain liability insurance which requires background checks on current or prospective Alateen sponsors or Al-Anon Members Involved in Alateen Service. SCWS reserves the right to investigate sex offender registries, and child abuse and criminal history records. Consistent with these practices, current and prospective Alateen sponsors and Al-Anon Members Involved in Alateen Service are required to sign certain authorization and release forms (Form Three). SCWS reserves the right to exclude any applicant or member from consideration from Alateen service where the applicant or member refuses to sign these forms as requested. Alateen sponsors and Al-Anon Members Involved in Alateen Service agree to hold SCWS harmless from any liability from such reviews.

### **Proposed Certification Process (4)**

4.SCWS requires background check on current or prospective AMIAS's. SCWS reserves the right to investigate sex offender registries, child abuse and criminal history records. Consistent with these practices, a prospective AMIAS is required to sign an authorization and release form (Form Two). A prospective AMIAS agrees to hold SCWS harmless from any liability from such reviews.

Slide 8

### **Current Certification Process (2)**

2.The signed forms must be submitted to the Southern California World Service Alateen Sponsor Coordinator or other designated individual, by the local District Alateen Liaison or District Representative, if there is one. (If none, this form must still be signed and forwarded by another local Al-Anon member, preferably one known to the SCWS Board.)

### **Proposed Certification Process (5)**

5. The signed forms and other required documentation must be submitted to the local District Representative or District Alateen Liaison for final signature.

# Current Certification Process Proposed Certification Process (6-7) 6. An AMIAS will not be certified until he/she receives notification of approval from the SCWS AAPP (Area Alateen Process Person). 7. The AMIAS is to be certified in the district in which they reside, attend Al-Anon meetings or will be sponsoring an Alateen meeting.

Slide 10

### **Current Certification Process (4)**

### 4.Every Al-Anon Member Involved in Alateen Member will be recertified annually each July.

A new form will not be needed unless there is some change that needs to be reported.

### **Proposed Recertification Process**

- 1. The re-certification process for every Al-Anon Member Involved in Alateen Service (AMIAS) will occur annually in July. Each AMIAS must complete a new AMIAS form (Form Three) and return it to the Southern California World Service (SCWS) Area Alateen Process Person (AAPP) at an SCWS sponsored workshop by June of the current year. Any current AMIAS not in compliance with this requirement will automatically lose their status as an active AMIAS and will have to reapply.
- 2. Alateen meetings whose sponsor is not in compliance with this process will lose their registered status and must disband.

<b>Current AMIAS Requirements</b>	Proposed AMIAS Requirements (1-4)				
	The Al-Anon Member Involved in Alateen Service (AMIAS) requirements and responsibilities include, but are not limited to the following:				
	The Al-Anon Member Involved in Alateen Service (AMIAS) requirements and responsibilities include, but are not limite to the following:  1. Attend at least one Southern California World Service (SCWS) Alateen Sponsor Workshop annually.  2. Re-certify annually.  3. Report any change of personal information, i.e. name, address, phone number, e-mail address to the District Representative (DR).  4. The Alateen meeting sponsor is responsible for completing the "Alateen Registration/Group Records Change Form" (GR3) to update the group information with World Service Office (WSO), SCWS Area Alateen Process Person (AAPP), the local district (s) and any other				
	3.Report any change of personal information, i.e. name, address, phone number, e-mail address to the District				
NONE					
	responsible for completing the "Alateen Registration/Group Records Change Form" (GR3) to update the group				

Slide 12

Slide

13

### **Current AMIAS Requirements Proposed AMIAS Requirements (5-10)** 5.If an Alateen sponsor is absent from the Alateen meeting it is the responsibility of the Alateen sponsor to attempt to find another AMIAS to substitute. 6. Alateen sponsors will arrive early and remain until all the Alateens leave the meeting place or are in the company of a parent or guardian. 7. An Alateen sponsor is responsible for making sure the Alateens and the Alateen meetings are safe. **NONE** 8. An Alateen sponsor is to respect and protect all Alateens' anonymity. 9. An Alateen sponsor is encouraged to attend Area Alateen functions. An Alateen sponsor should also encourage Alateen group members to attend these same events. 10. It is the responsibility of every Alateen Sponsor to inform their Alateen meeting or Alateen committee of how and whom to contact in case of questions and/or concerns

### **Current Certification Process (5)**

5. It is suggested that each District have an Alateen Liaison. The Liaison's primary responsibilities are to visit each Alateen meeting in his/her district at least once annually, and to forward any registration forms received to the SCWS Alateen Sponsor Coordinator or other designated individual.

### **Proposed District Responsibilities (1-4)**

- 1. It is the District Representative's (DR) responsibility to meet with the prospective Al-Anon Members Involved in Alateen Service (AMIAS) and to visit each Alateen meeting in his/her district at least once annually. It is suggested that each district have an Alateen Liaison to assist the DR with these responsibilities.
- 2.Inform the prospective AMIAS of the time and location of the district meetings so that the applicant can obtain the certification paperwork.
- 3. The DR or district Alateen liaison is responsible for the final signature on the certification documents stating the applicant is known to them. The Authorized Signature role validates that the Al-Anon Member Involved in Alateen Service (AMIAS) has met the Area requirements to the best of their knowledge. It is NOT verifying or taking responsibility for the behavior of the Al-Anon Member Involved in Alateen Service. The district is responsible for sending the completed AMIAS packet to the Southern California World Service (SCWS) Area Alateen Process Person (AAPP). Any incomplete packets received by the SCWS AAPP will be returned to the sender for completion.
- 4. It is the DR's responsibility to remain informed about Alateen meetings within their district.

Slide 14

### **Current District Responsibilities**

### Proposed District Responsibilities (5-10)

### **NONE**

- 5.The DR will keep the SCWS AAPP apprised of the contact information for the current authorized signatory for that district
- 6.The DR will confirm the list of all Alateen meetings and AMIAS's within their districts as provided by the SCWS AAPP.
- 7. Each DR will keep all information relating to the AMIAS confidential, except when disclosure is authorized by the Area's Alateen Safety and Behavioral Requirements.
- 8.Each DR is autonomous in choosing whom to certify.
- 9. Each district is required to host or partner an SCWS Alateen sponsors' workshop at least once during an SCWS panel.
- 10. The DR is responsible for notifying the Alateen meeting of any Alateen sponsor whose status is no longer active.

### **Current Meeting Requirements (1-3)**

1.There must be at least one sponsor at every Alateen meeting or event, a minimum of two sponsors is recommended. Al-Anon members who are also members of AA may serve as sponsors by virtue of their Al-Anon membership.

2.Overt or covert sexual interaction between any adult and any Alateen member is prohibited.

3.Al-Anon members involved in Alateen service are prohibited from conduct contrary to applicable laws directly before, during, and after any Alateen meeting or event.

### **Proposed Meeting Requirements (1-3)**

1. There must be at least one certified Alateen sponsor at every Alateen meeting. It is recommended that at a minimum two certified Alateen sponsors are at every Alateen meeting. Alanon members who are also members of Alcoholics Anonymous (A.A.) may serve as sponsors by virtue of their Al-Anon membership and must abide by the same certification process.

2.Overt or covert sexual interaction (whether consensual or not) between any adult and any Alateen member is prohibited before, during or after any Alateen activity. This behavior includes but is not limited to:

- A. touching an Alateen member inappropriately;
- B. dating an Alateen member;
- C. holding or hugging an Alateen member in an inappropriate manner;
- D. having any inappropriate communication in person, by phone or electronically.
- 3.Al-Anon members involved in Alateen service are prohibited from conduct contrary to applicable laws before, during and after any Alateen event.

Slide 16

### **Current Meeting Requirements (4-6)**

- 4. Parental permission and medical care consents must be signed when applicable. Usually, "when applicable" would refer to any time a Sponsor or other Al-Anon Member Involved in Alateen Service is providing transportation for Alateens, or for attendance at an Alateen event, convention or conference. This does not refer to attendance at an Alateen meeting.
- 5.Sponsors or meetings that do not meet these minimum guidelines may be prohibited from using the Alateen name and may be removed from local meeting listings/directories as well as from the World Service Office (WSO) group records. Al-Anon Members Involved in Alateen Service who do not abide by these requirements will be required to discontinue their Alateen service.
- 6.Southern California Alateen Conference (SCAC), although a separate function with bylaws, rules, behavioral requirements and parental permission and medical care procedures, must also adhere to/comply with these requirements.

### **Proposed Meeting Requirements (4-7)**

- 4. Alateen sponsors or Alateen meetings that do not meet the Southern California World Service (SCWS) Area Alateen Safety and Behavior Requirements will be prohibited from using the Alateen name and will be removed from local meeting listings/directories and the World Service Office (WSO) will be notified.
- 5. When a regular sponsor is not available, another Al-Anon member who is certified through the SCWS Alateen process can serve as an Alateen group sponsor.
- 6. The following requirements apply to Alateen meeting:
- A. Alcohol or illegal drug use by any participant is prohibited.
- B. Weapons including but not limited to knives and firearms are prohibited.
- C. Behavior that is harmful to the Alateens or others will be not tolerated. Should any of the above situations occur it is the responsibility of the Alateen sponsor to remove the offending Alateen and/or Al-Anon or other adult from the meeting.
- 7.Each member of the Alateen meeting is responsible for his/her own behavior.

### **Current Event Requirements**

### **Proposed Event Requirements (1-4)**

Previously combined with Requirements for Alateen Meetings

- 1. There must be at least two certified Alateen sponsors at every Alateen event.
- 2.Overt or covert sexual interaction (whether consensual or not) between any adult and any Alateen member is prohibited before, during or after any Alateen activity. This behavior includes but is not limited to:
  - A. touching an Alateen member inappropriately;
  - B. dating an Alateen member;
  - C. holding or hugging an Alateen member in an inappropriate manner;
  - D. having any inappropriate communication in person, by phone or electronically.
- 3.Signed parental permission and medical care consent forms are compulsory where applicable. In general, transportation to/from or attendance at any Alateen event, convention or conference is considered applicable instances.
- 4.SCWS requirements are in effect at any event, convention or conference with Alateen participation.

Slide 18

### **Current Event Requirements**

### **Proposed Event Requirements (5-7)**

Previously combined with Requirements for Alateen Meetings

- 5.Any Alateens asked to participate at any program related event, including being a guest at an Alcoholics Anonymous (A.A.) function, must be accompanied by an Al-Anon Member Involved in Alateen Service (AMIAS) and/or parent or guardian.
- 6.The following requirements apply to Alateen events:
- A. Alcohol or illegal drug use by any participant is prohibited.
- B. Weapons including but not limited to knives and firearms are prohibited.
- C. Behavior that is harmful to the Alateens or others will not be tolerated.
- Should any of the above situations occur it is the responsibility of the Alateen Sponsor to remove the offending Alateen and/or Al-Anon or other adult from the situation
- 7.Prior to any program-related event involving Alateen participation, the responsible committee must submit in writing a detailed plan of how the Alateen participation will be conducted and how this plan will keep the Alateens safe, including the names of the current year's Alateen Committee Sponsors. This must be submitted to the SCWS Area Chairman.

<b>Current Complaint Process</b>
NONE

Slide

21

### A. Voluntary Resignation 1. An Alateen group sponsor may resign at any time by giving notice to the Alateen meeting and the District Representative (DR) where the person is an Alateen group sponsor. B. Complaints received from Alateens & Others 1. It is the right of an Alateen member to contact any Al-Anon member with an incident to report. The Alateen's identify will be kept confidential 2. All incidents reported by Alateens or an Al-**NONE** Anon member must be detailed and not punitive. 3. A formal report is to be submitted to either the SCWS Area Alateen Sponsor Coordinator and/or any SCWS Executive Board member which include the Delegate, the Chairman, the Alternate Delegate, the Minutes Secretary, the Immediate Past Delegate and the Treasurer.If the complaint is made to an Executive Board member, the Executive Board member will inform the SCWS Area Alateen Sponsor Coordinator.

**Proposed Complaint Process (A1-B3)** 

**Current Complaint Process** 

### **Current Complaint Process Proposed Complaint Process (B4-B6)** 4. Once a formal complaint has been made, the SCWS Executive Board will contact the Alateen involved and attempt to come to resolution of the situation. 5. If the situation cannot be resolved, a meeting with the AMIAS concerned and the SCWS Executive Board will be held. Any details regarding the complaint which are disclosed to the AMIAS should be kept **NONE** confidential. 6. If it is deemed that Alateen safety is at issue in a given situation, the AMIAS will be required to step down immediately from being of service to Alateen and cannot participate or attend any Alateen events in Southern California. This is accomplished by the SCWS Executive Board sending a formal notification to the AMIAS.

## **Current Form One**

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## **Proposed Form One**

	Form One	SOUTHERN CALIFORNIA WORLD SERVICE (SCWS) Area Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors And Al-Anon Members Involved in Alateen Service	AGREEMENT AND SIGNATURE PAGE	INSTRUCTIONS: Initial each section and sign this form. The District Representative or District Alateen Liaison must sign the authorization as well. Return this form along with the "Al-Anon Member Involved in Alateen Service" form, the "Authorization for Background Checks" form and one Al-Anon personal reference known to both the District Representative (DR) and the applicant. Al references and signatures cannot be related to applicant.  I meet the Area requirements for certification as listed here:	Tam an Al-Anon member attending regular Al-Anon meetings, at least one meeting a week.  Attending an Alateen meeting does not fulfill this requirement.	I am at least 25 years of age.	I have at least two years in Al-Ahon in audition to any unite spent in Alarcen (of in AA).	I have not have been convicted of a felony, nor have been charged with child abuse or other inappropriate sexual behavior, and I have not demonstrated emotional problems which could result in harm to Alateen members.  I know how to contact the District Representative, SCWS Area Alateen Sponsor Coordinator,	Area Alateen Process Person (AAPP) and the SCWS Officers.  I have a working knowledge of the Alateen Policy as written in the current Al-Anon/Alateen  Service Manual and the current SCWS Safety and Behavioral Requirements.	I have attended at least one SCWS Alateen Sponsor Workshop	DATE AND LOCATION OF WORKSHOP	I have read, understand and agree to comply with the SOUTHERN CALIFORNIA WORLD SERVICE (SCWS) Minimum Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors and Al-Anon Members Involved in Alateen Service.	SIGNATURE OF AMIAS PRINTED NAME DATE	NAME OF MEMBER'S AL-ANON HOME MEETING (City, District and WSO ID Number)	"This person is known to me and, to the best of my knowledge, these statements are true."	Signature and position of authorized district person District # Date	Revised 8/2/2011 18
ONE	SOUTHERN CALIFORNIA WORLD SERVICE (SCWS)	Minimum Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors and Al-Anon Members Involved in Al-Anon Service	AGREEMENT AND SIGNATURE PAGE	STRUCTIONS: Initial each section and sign this form. The District Representative or District Alateen ison must sign the authorization as well. Return this form along with the "Al-Anon Member Involved in teen Service" and "Authorization for Background Checks" to SCWS Alateen, P. O. Box 350, North Ilywood, CA 91603.	rect the minimum requirements for certification as listed here: (tial each)	I am an Al-Anon member regularly attending Al-Anon meetings (additional to Alateen meeting)	I am at least 21 years of age	I have at least two years in Al-Anon in addition to any time spent in Alateen (or in AA)  I have not have been convicted of a felony, and not have been charged with child abuse or other appropriate sexual behavior, and not have demonstrated emotional problems which could result in harm to item members.	Itial)  I have read, understand and agree to comply with the SOUTHERN CALIFORNIA WORLD RVICE (SCWS) Minimum Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors, and	Anon Members Involved in Al-Anon Service.		nature (and printed name) of Al-Anon Member Involved in Al-Anon Service	me of member's Al-Anon Home Meeting (city, district and WSO ID number—if known.)	is person is known to me and, to the best of my knowledge, these statements are true,"		nature and position of authorized district person District Number Date	

# **Current Background Check Form**

**Proposed Background Check Form** 

**FORM THREE** 

AL-ANON FAMILY GROUPS, INC.

Form Two

SOUTHERN CALIFORNIA WORLD SERVICE, INC.

### **AUTHORIZATION TO RELEASE INFORMATION FOR BACKGROUND CHECKS**

I hereby request Southern California World Service (SCWS) of AFG, Inc. to search for any information which pertains to any record of convictions or any criminal file maintained on me whether local, state or national. I hereby release and hold harmless SCWS from any and all liability resulting from such disclosure.

AUTHORIZATION TO RELEASE INFORMATION FOR BACKGROUND CHECKS

Area Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors And Al-Anon Members Involved in Alateen Service

INTRODUCTION AND INSTRUCTIONS: In November, 2006, the SCWS Assembly voted to obtain liability insurance which includes sexual misconduct coverage. As a condition of insurance, the insurance company requires background checks based on the information below. Each Alateen Sponsor and Al-Anon Member Involved in Alateen Service must complete this form to meet these requirements as well as completion of "SCWS Minimum Safety and Behavioral Requirements for Alateen Groups, Alateen Sponsors and Al-Anon Members Involved in Alateen Service" and "Al-Anon Member Involved in Alateen Service." Send all completed forms to SCWS, P.O. Box 350, North Hollywood, CA 91603, ATTN: ALATEEN.

CURRENT ADDRESS: PRINT FULL NAME:

I hereby request Southern California World Service (SCWS), Al-Anon Family Groups, Inc. to search for any information which pertains to any record of convictions or any criminal file maintained on me whether local, state, or national. I hereby release and hold harmless SCWS from any and all liability resulting from such

Place of birth: Maiden Name (if applicable): Print any and all aliases: City, State, Zip Code: Current Address: Name (printed): Date of birth:

All cities of residence (Last 5 years):

Social Security Number (Optional):

DATE LIST ALL CITIES OF RESIDENCE FOR THE LAST FIVE (5) YEARS: PLACE OF BIRTH: PRINT ANY AND ALL ALIASES: SOCIAL SECURITY NUMBER: SIGNATURE CITY, STATE & ZIP: PHONE NUMBER: EMAIL ADDRESS: DATE OF BIRTH: MAIDEN NAME: (Optional) (If Applicable)

19

Revised 8/2/2011

Today's Date:

Signature: