

Curriculum Vitae  
R. Leslie Nichols, MSSA, CPP

*Child and Youth Protection within Organizations*

**R. L. Nichols & Associates, LLC**

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Mr. Nichols specializes in developing child and youth protection programs for youth serving organizations. For 22 years, he served as the lead youth safety and facility expert for Boys & Girls Clubs of America, which provides out-of-school time programs and activities for approximately 4,000,000 youth at over 4,000 sites including domestic and overseas military bases, college campuses, tribal lands, camps, housing projects, parks, recreation and community centers, churches and schools. He has consulted with organizations in the U.S., Puerto Rico, Canada, Mexico, Germany, Italy, England, Spain, Guam, Philippines, and Japan and written and lectured on effective organizational strategies to prevent sexual abuse, bullying, violence, abduction and physical injuries through background checks and screening, training and supervising staff and volunteers, policies and procedures, governance and reporting, facility design and maintenance and emergency response planning.

Mr. Nichols is a board-certified protection professional (CPP) through the American Society for Industrial Security (ASIS International), and a licensed architect. He has a Master of Science in Security Administration, holds certificates in Enterprise Risk Management and Emergency Response Planning and has been educated in terrorism and homeland security issues at the graduate level. He is experienced in The Situational Prevention Approach, Crime Prevention through Environmental Design (CPTED), Threat-Vulnerability Analysis to help develop effective and sustainable organizational child and youth protection strategies.

Consulting & Forensic Work

Experienced and available for consulting, speaking and expert witness assignments in areas of safety, security and risk reduction in the care of school-aged children and youth.

Employment

- 2016-pres. *President*  
R.L. Nichols & Associates, LLC  
LaGrange, GA
- 1994-2016 *National Vice President Child & Club Safety (also, VP Safety & Risk Management, VP Safety & Design, VP Building Services)*  
Boys & Girls Clubs of America, National Headquarters  
Atlanta, GA
- 1992-1993 *Principal*  
Cumberland, America  
Marietta, GA

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- 1991-1994 *Principal*  
Church Building Associates, Inc.  
Tupelo, MS/Marietta, GA
- 1985-1990 *Principal*  
Staub, Robison, Williams & Nichols, PC  
Tupelo, MS
- 1981-1985 *Architect*  
Sasaki Associates, Inc.  
Watertown, MA
- 1980-1981 *Intern Architect*  
Philip Minervino Associates, PC  
Cambridge, MA
- 1979-1980 *Intern Architect*  
HOK International, Inc.  
Dallas, TX
- 1978-1979 *Intern Architect*  
The Vincent Association, Inc.  
Dallas, TX

### Education

Master of Science in Security Administration, (2015), Professional Studies Program,  
Southwestern College, Kansas

Bachelor of Architecture, (1977), School of Architecture, University of Texas at Austin

### Licenses and Certifications

Certified Protection Professional (CPP), ASIS International (active)

Licensed Architect, State of Georgia (active)

Certified Instructor, *Nonviolent Crisis Intervention*®, Crisis Prevention Institute, (2016)

Graduate Certificate, Emergency Response Planning, Southwestern College, KS, (2015)

Graduate Certificate, Enterprise Risk Management, Southwestern College, KS, (2015)

### Youth Protection Projects

Expanding the Use of Criminal Background Checks, (2003-2016)

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Project manager and subject matter expert for a 13-year initiative expanding the use of background checks across the BGCA enterprise. Efforts included work with major commercial background check providers, industry experts, government agencies, industry advocacy coalitions and nonprofit coalitions.

Expanding Membership Requirements, (2005-2016)

Subject matter expert for an 11-year initiative improving safety-related requirements across the BGCA enterprise. The project addressed general standard of care, regulatory compliance, critical incident reporting, background check standards, hiring and exclusion policies and insurance requirements.

Promoting Board-Led Safety Committees, (2013-2016)

Project manager and subject matter expert for a four-year initiative to encourage local BGC organizations to form board-led safety committees to strengthen board oversight, the application of metrics and tracking. The project included guidelines, reports, strategic meetings and trainings.

The Situational Prevention Approach, (2011-2015)

Liaison for a four-year pilot between BGCA and Portland State University (OR). The project—funded by the Pennsylvania Coalition Against Rape—applied “The Situational Prevention Approach” (a form of situational crime prevention) trained local staff at 16 local BGC sites in four states to identify and mitigate risks.

The Automated Critical Incident Reporting System, (2014)

Co-developer of BGCA’s Critical Incident Management System (CIMS), an online, proprietary system for local organizations to report specific categories of critical incidents. The system provides instant notification of appropriate BGCA staff, timed notification rollover, internal monitoring and categorical analysis of trends.

The Automated Online Safety Assessment, (2013)

Co-developer of BGCA’s Online Safety Assessment, proprietary system for organizations to identify 90 child safety vulnerabilities across 10 categories of risk. The system generates a risk spreadsheet that integrates responses from the organization’s CEO and each individual Site Director for overall scoring and generates a customized safety improvement plan.

The Child Safety Hotline, (2012)

Co-developer of BGCA’s telephone reporting system in partnership with Praesidium, Inc. The service, promoted at the local level through publicly displayed posters, permits any caller to remain anonymous and assists local staff to comply with mandated reporter laws.

Advocacy in Response to “Ban-the-Box” Legislation, (2012-2013)

Advisor to the National Association of Professional Background Screeners (NAPBS) and Consumer Data Industry Association (CDIA) for efforts to counteract emerging federal, state and local laws affecting an employer’s ability to use criminal background check findings in hiring decisions. Actions included a public presentation via panel discussion titled “The Dangers of Not Using Background Checks,” at the Due Diligence, Background Checks and Employment Conference, U.S. Chamber of Commerce, Washington, D.C.

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The BGCA National Insurance Program, (2011-2013)

Advisor to Frank Crystal & Company and Markel Insurance for promoting the expansion of the limits of insurance coverage for BGC organizations with a focus on sexual molestation, employment practices liability and directors & officer's insurance.

The BGCA Public Trust Forum, (2009-2012)

Moderator for a cross-departmental, quarterly risk management forum identifying enterprise-wide risks and aligning actions between various BGCA departments.

The Diana Screen Pilot Study, (2008-2011)

Advisor to Abel Screening, Inc. for developing a web-based adaption of The Diana Screen™ tool, which identifies applicants who may pose a risk of sexual abuse to youth. Actions included enlisting local BGC organizations to participate in an 18-month test of the system's efficacy for youth serving organizations. Findings supported research in Abel, G. G., et al. (2012). Development and validation of classification models to identify hidden child molesters applying to child service organizations. *Children and Youth Services Review, 34(7), 1378-1389.*

The Safe on All Sides Risk Management Program, (2004-2012)

Co-developer and project manager of a CD-ROM educational resource for promoting a comprehensive approach to risk identification and control practices across BGCA enterprise.

The Sex Abuse Prevention Study, (2010-2011)

Project manager for a BGCA project in partnership with Praesidium, Inc. and funded by the New York Life Foundation. The project compared and evaluated online vs. on-site child sex abuse prevention training methods for youth serving staff and volunteers across five states. The project also included the development of a prototype sex abuse gap analysis, training and educational materials.

The Five-Prong Bullying Prevention Program, (2010)

Co-creator of a research-based, bullying-prevention program for local organizations. The project included policy development, position description for a "bullying specialist," training tools for front-line staff, age-specific bullying surveys and tie-ins to existing BGCA leadership programs.

Crime Prevention through Environmental Design (CPTED), (1995—2008)

Lead subject matter expert and trainer for BGCA promoting the use of CPTED across the BGCA enterprise. Included training, webinars, CD-ROM interactive assessment tools, publications and on-site assessments.

CDC Standards for Preventing Child Sexual Abuse, (2006-2007)

Served as one of 17 subject matter experts assisting the Centers for Disease Control and Prevention to develop a common framework for the prevention of child sexual abuse within youth serving organizations. Contributions are noted in *Preventing Child Sex Abuse within Youth Serving Organizations: Getting Started with Policies and Procedures.* (2006), Centers for Disease Control and Prevention/National Center for Injury Prevention and Control.

U.S. PROTECT Act of 2003 Background Check Pilot Study, (2003-2007)

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Project manager for BGCA's participation in the U.S. PROTECT Act (Public Law 108-21, subpar. 1a) in which three youth-serving organizations (BGCA, The National Council for Youth Sports (NCYS) and MENTOR) partnered with the Federal Bureau of Investigation (FBI) and the National Center for Missing & Exploited Children (NCMEC) to study the efficacy of the FBI's Integrated Automated Fingerprint Identification System (IAFIS) for screening volunteers in youth-serving and sports organizations. Findings contributed to *The Attorney General's Report on Criminal History Background Checks*. (2006), U.S. Department of Justice, Office of the Attorney General.

The Environment and Social Behavior Study, (2002-2004)

Project manager for a three-year partnership between BGCA and Cornell University's Special Projects Studio (DEA 3301: The Environment and Social Behavior). Project involved interior design and psychology students applying research methodology to develop environmental design criteria for prototype Boys & Girls Club facilities.

The Teen Supreme™ Teen Center Project, (1995-1999)

Subject matter expert in partnership with BGCA Program Services to develop prototype designs and facility standards for local BGC Teen Centers. Project involved translating the programmatic and psychological needs of teens into specifications for three-dimensional space, furnishings, equipment and décor. Over a five-year period, the project led to the creation of more than 400 Teen Centers.

Print Publications and Digital Media, Youth Protection

Forward in Dorn, M. (2014), *Staying Alive: How to Act Fast and Survive Deadly Encounters*, Hauppauge, NY: Barron's.

Forward in Anderson, K & Daly, D. (2013), *What You Need to Know About Background Screening*, Community Oriented Policing Services, Community Oriented Policing Services and The National Center for Missing & Exploited Children, Washington, D.C.: U.S. Department of Justice.

Kaufman, K., Nichols, L., Ciarlante, M. (2012), "Bringing Sustainable Prevention to Community-Based Organizations," *The Resource: The National Sexual Violence Resource Center's Newsletter*, spring-summer, pp. 20-21 & 34.

Kaufman, K., Nichols, L., Ciarlante, M. (2012), "Bringing Sustainable Prevention to Community-Based Organizations," *ATSA Forum*, Volume XXIV, No. 1, Association for the Treatment of Sexual Abusers, Beaverton, OR.

Nichols, R. L. (2011), "Emergency Management from a Child's Perspective," *GEMA Newsletter*, Atlanta, GA: Georgia Emergency Management Agency.

Subject Matter Advisor in Saul, J. & Audage, N. (2007), *Preventing Child Sex Abuse within Youth Serving Organizations: Getting Started with Policies and Procedures*, (Nichols, R. L., contributor), Atlanta (GA): Centers for Disease Control and Prevention/National Center for Injury Prevention and Control, Atlanta, GA.

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Subject Matter Advisor in Department of Defense (2006), *UFC 4-740-06: Unified Facilities Criteria: Youth Centers*, Washington, D.C.: U.S. Department of Defense.

Nichols, R. L. (2006). "CPTED Basics," *Campus Safety Journal*.

Subject Matter Advisor in Patterson, J. (2004), *Staff Screening Toolkit 3<sup>rd</sup> Edition*, Washington, D.C.: Nonprofit Risk Management Center.

Subject Matter Advisor and Contributor in Oliver, B. (2004), *Managing Facility Risks: 10 Steps to Safety*, Washington, D.C.: Nonprofit Risk Management Center.

Nichols, R. L. (2001), "Fun Place, Safe Place, *School Planning & Management*," pp.28-29, 32-33.

Produced for Boys & Girls Clubs of America:

- Nichols, R. L. (2015), "From a United Movement to a Collaborative Network." *Child & Club Safety Newsletter*, Issue 10.
- Nichols, R. L. (2015), "Planning for Safety, *Child & Club Safety Newsletter*," Issue 9.
- Nichols, R. L. (2014), "Business Continuity Planning for Safety," *Child & Club Safety Newsletter*, Issue 8.
- Nichols, R. L. (2014), "Stand Up Against Bullying," *Child & Club Safety Newsletter*, Issue 7.
- Nichols, R. L. (2014), "Smart Steps to Security: Part 2," *Child & Club Safety Newsletter*, Issue 6.
- Nichols, R. L. (2014), "Smart Steps to Security: Part 1," *Child & Club Safety Newsletter*, Issue 5.
- Nichols, R. L. (2014), "Summer Safety: Part 2," *Child & Club Safety Newsletter*, Issue 4.
- Nichols, R. L. (2014), "Summer Safety: Part 1," *Child & Club Safety Newsletter*, Issue 3.
- Nichols, R. L. (2014), "What is Safety Leadership?" *Child & Club Safety Newsletter*, Issue 2.
- Nichols, R. L. (2014), Keeping Kids Safe Starts at the Top, *Connections*, Winter, pp. 20-21.
- Nichols, R. L. (2014), "Taking a Business Approach to Child Safety," *Child & Club Safety Newsletter*, Issue 1.

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- Nichols, R. L. (2013), *Recommendations for Preventing Gun Violence in Out-of-School Settings*, Boys & Girls Clubs of America. Note: Submitted by request of Office of the Vice President of the United States to the Task Force on Gun Violence.
- Nichols R. L. (2013), *Comments on EEOC Enforcement Guideline 915.002*, Boys & Girls Clubs of America. Note: Submitted by request of the United States Equal Employment and Opportunity Commission to the Attorney Advisor to the Office of the Staff Director, Public Affairs Unit, U.S. Commission on Civil Rights.
- Nichols, R. L. (2013), "Making Safe Places Safer," *Connections*, Spring, pp. 20-21.
- Nichols, R. L. (2013), "Staying Alert to Near Misses," *Connections*, Summer, pp. 16-17.
- Boys & Girls Clubs of America (2012), *Standards for Organizational Effectiveness for Boys & Girls Club Organizations* (Nichols, R. L., contributor).
- Hodges, P. & Nichols, R. L. (2011), *Protecting Our Kids: Onboarding Training for Staff & Volunteers*, BGCA-Spillett Leadership University.
- Nichols, R. L. (2011), "Managing Risk: The Cost of Blurred Boundaries," *Connections*, Winter, pp. 26-27.
- Nichols, R. L. (2011), "Managing Risk: Is Bullying Happening Right Under Your Nose?" *Connections*, Summer 2011, pp. 26-27
- Cooper, P., Dolbee, D. & Nichols, R. L. (2010), *Ensuring Public Trust: Training for Board & Leadership*, BGCA-Spillett Leadership University.
- Nichols, R. L. (2010), "Managing Risk: A Social Networking Program Proves Precarious," *Connections*, Summer, pp. 28-29.
- Nichols, R. L. (2010), *Keep Safe: The Child Safety Desk Reference*.
- Nichols, R. L. & Reid, D. (2010), *Kids in Control: Safety Awareness Activities*.
- Nichols, R. L. (2009), Managing Risk: An Abduction Averted, *Connections*, Winter, pp. 28-29.
- Contributor in Moss, W. (ed.), (2009), *Sports Smart: A Coaching Guide*.
- Nichols, R. L. (2008), "A Deadly Chain of Events," *Managing Risk* (series)
- Nichols, R. L. (2008), "Reducing Risk from Outside Contractors," *Reducing Risk* (series).
- Nichols, R. L. (2007), "Seven New Developments in Child Safety," *Connections*, Winter, pp. 20-21.

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- Nichols, R. L. (2007), "Second Chances," *Managing Risk* (series).
- Nichols, R. L. (2007), *Standard Practices for Child Safety: The Boys & Girls Club Way*.
- Nichols, R. L. (2006), "Beyond Background Checks: A Screening Process That Works," *Connections*, spring, pp. 22-23.
- Nichols, R. L. (2006), "A Welcoming Front Door: Front Desk Basics," *Connections*, Summer, pp. 22-23.
- Fielden, N. & Nichols, R. L. (2006). *Standard Practices for Hiring Staff and Selecting Volunteers of High Character: The Boys & Girls Club Way*.
- Carter, S., Fueredi, S., Nichols, R.L., Plaster-Carter, S. & The Media Kitchen. (2005). *Safe Spaces: Crime Prevention through Environmental Design* (CD-ROM).
- Nichols, R. L. & Somellian, R. (2004). "Vehicular Safety: Staying Ahead of the Curve," *Connections*, Fall, pp. 16-17.
- Cox, J., Evans, W., Nichols, R. L., Sanchez, F. & The Media Kitchen. (2003). *Safe on All Sides: A 360 Approach to Risk Management* (CD-ROM).
- Nichols, R. L. (2002), "The Culture of Safety: How to Secure Your Club without Creating an Unfriendly Fortress," *Connections*, Summer, pp. 20-21.
- Nichols, R. L. & Sanchez, F. (1997), "Staying in Charge of Your Turf: Having the Last Word on Graffiti," *Connections*, Summer, pp. 20-23.
- Nichols, R. L. (1997), "Climbing the Walls," *Connections*, Fall, pp. 24-25.
- Nichols, R. L. (1996), Gone with and Back from the Wind, *Connections*, Fall, pp. 22-23.
- Nichols, R. L., Cox, J & Sanchez, F. (1995), "Making Clubs Safer," *Connections*, Fall, pp. 2-5.

Print Publications and Digital Media, Other

Contributor (Chapter 31) in Berkley, J. (Ed.) (2008), *Leadership Handbook of Management and Administration*, Ada, MI: Baker Books.

Contributor (Chapter 6) in Shelley, M. & Ten Elshof, P. (Eds.) (1998), *The Complete Church Guide to Saving Money and Buying Smart*, Nashville, TN: Broadman & Holman.

Produced for Boys & Girls Clubs of America:



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- Fueredi, S., Ford, A., Nichols, R. L. & The Media Kitchen. (2007), *MyLearningCenter.com* (training website).
- Anderson, E, Fueredi, S., Nichols, R. L. & The Media Kitchen. (2004). *Kid Spaces: Creating Exciting, Inviting Environments for Youth* (CD-ROM).
- Anderson, E., Fueredi, S., Nichols, R. L., The Media Kitchen. (2004), *KidBuilding.org* (training website).
- Nichols, R. L. (2001), "Finding Your Brick and Mortar Money: Understanding Your Audience Is Key to Successful Solicitation," *Connections*, Spring, pp. 22-23.
- Fueredi, S. & Nichols, R. L. (2001), "Good Design Boosts Brain Power," *Connections*, Summer, pp. 22-23.
- Ivey, W., Fueredi, S., Nichols, R. L. & The Media Kitchen. (2000), *Building Up: A Facilities Guide for Boys & Girls Clubs of America* (CD-ROM).
- Fueredi, S. & Nichols, R. L. (2000), "Mergers & Acquisitions," *Connections*, Summer, pp. 20-21.
- Nichols, R. L. (2000), "When You Need Professional Help: The Nine Steps to Hiring Any Building Professional," *Connections*, Fall, pp. 20-21.
- Fueredi, S. & Nichols, R. L. (2000), "Site Unseen: Asking the Right Questions," *Connections*, Spring, pp. 22-23.
- Fueredi, S. & Nichols, R. L. (1999), "Lab Notes," *Connections*, Spring, pp. 22-23.
- Fueredi, S. & Nichols, R. L. (1997), "Primary and Secondary Colors," *Connections*, Winter, pp 20-21.
- Nichols, R. L. (1997), "Building the Future," *Connections*, Summer, pp. 20-23.
- Nichols, R. L. (1995), "In Search of the Perfect Gym Floor," *Connections*, Winter, 22-23.
- Nichols, R. L. (1995), "Eight Building Blocks to a Successful Project," *Connections*, spring, pp. 22-23.

### Presentations, Panels and Advisory Roles

Co-presenter with Erooga, M. (2017), "A Practical View of the Role That Youth Serving Organizations Can Play in Preventing Child Sexual Abuse," California Coalition Against Sexual Abuse (Webinar).

Presider (2016), Annual Meeting, The National Coalition to Prevent Child Sexual Abuse and Exploitation.

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Advisor (2016), Professional Studies Advisory Council Program Review, Southwestern College (KS).

Presenter (2016), "Protecting Youth in Out-of-School Time Settings," PSY 410: Preventing Sexual Violence, Portland State University.

Presenter (2016), "Protecting Youth in Out-of-School Time Settings," Youth Protection in Higher Education Network, Washington, D.C.

Advisor (2005-2015), Annual Advisory Board Meeting, First Advantage Screening Solutions, Inc [previously Lexis Nexis and Choicepoint], Atlanta, GA, Orlando, FL and San Diego, CA.

Presenter (2014), "Preventing Sexual Abuse in Youth Serving Organizations," PSY 410: Preventing Sexual Violence, Portland State University. (Presenter via Skype)

Panelist (2014), "Engaging Community Leadership and Humanitarian Organizations on Resilience," Resilient America Roundtable, National Academies of Science, Engineering & Medicine, Washington, D.C.

Co-Presenter with Kaufman, K. (2014), "Creating Sustainable Tailored Prevention Strategies for Youth Serving Organizations," National Child Advocacy Centers National Conference, Huntsville, AL.

Panelist (2013), Cadet Protection Program Review, Civil Air Patrol Advisory Board, Atlanta, GA.

Presenter (2013), "Preventing Sexual Abuse in Youth-Serving Organizations," PSY 410: Preventing Sexual Violence, Portland State University.

Presenter (1998-2012), 25-30 presentations at U.S. Department of Defense conferences in Germany, Italy, England and the U.S. Topics and themes include: "Child Safety," "Risk Management," "Planning Safe Facilities for Youth," and "Bullying Prevention," at U.S. Department of Defense European Youth Development Conferences (2000-20. Training venues include: Edelweiss Lodge and Resort, Ramstein Air Force Base, Sauerland-Stern Conference Center, Stuttgart International Conference Center; RAF Mildenhall, RAF Lakenheath, Aviano Air Base and Naples Naval Support Activity. (Presenter)

Presenter (2012), The BGCA Child Protection Program, Protect the Children Conference, University of North Florida.

Panelist and Presenter (2012), The Dangers of Not Using Background Checks, Due Diligence, Background Checks and Employment Conference, U.S. Chamber of Commerce, Washington, D.C.

Focus Group Participant (2012), Situation Abuse in Youth-Serving Organizations, John Jay College of Criminal Justice, New York, NY.

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Presenter (2012), Creating Safe Spaces for Children, World Day of Prevention of Child Abuse, The Children's Advocacy Center of Georgia, Kennesaw State University.

Co-Presenter with Classen, N., Jones, L. & Turnstall N. (2012), Preventing Child Sex Abuse within Child Serving Organizations, Missing and Exploited Children Program, Office of Juvenile Justice Delinquency Programs, U.S. Department of Justice (webinar).

Panelist (2011), Youth Respond to Bullying at School, Alabama Statewide Anti-Bullying Summit, Auburn University College of Education, Mobile, AL.

Panelist (2011), Protecting Children from Digital Threats, Ms. Foundation for Women Annual Conference, Atlanta, GA.

Co-Presenter with Metzger, K. (2010), Top 10 Volunteer Risk Management Challenges, Risk Management and Finance Summit, Nonprofit Risk Management Center, Philadelphia, PA.

Co-Presenter with Abel, G., Filley, R., Rider, D. & Wiegel, M. (2008), Preventing Child Sexual Abusers from Entering Institutions Working with Children, 27<sup>th</sup> Annual Conference of the American Society for the Treatment of Sexual Abusers, Atlanta, GA.

Presenter (2008), Making Places Safer, 12<sup>th</sup> Annual Youth Gang Symposium, Office of Juvenile Justice Delinquency Programs, Atlanta, GA.

Presenter (2005), "Safe on All Sides: A 360 Degree Approach to Risk Management, Boys & Girls Clubs of Canada National Conference, Halifax, Nova Scotia.

Panelist (2005), Using Criminal Background Screening for Volunteers, Nonprofit Risk Management Center National Conference, Washington, D.C.

Co-Presenter with Furedi, S. (2002-2004), Designing Youth-Friendly Environments, Special Projects Studio, DEA 3301: The Environment and Social Behavior, Cornell, University.

Presenter (2004), Safe on All Sides: A 360 Degree Approach to Risk Management, Boys & Girls Clubs of Canada National Conference, Montreal, Quebec.

Advisor (2004), Organizational Prevention of Child Sexual Abuse Expert Meeting, Centers for Disease Control and Prevention, Atlanta, GA.

Presenter (1998), "The Latest in Security Mechanisms," 4<sup>th</sup> Annual Youth Gang Symposium, The Office of Juvenile Justice Delinquency Programs, St. Paul, MN.

Presenter (1996), "CPTED: Crime Prevention through Environmental Design," 2<sup>nd</sup> Annual Youth Gang Symposium, Office of Juvenile Justice Delinquency Programs, Atlanta, GA.

For Boys & Girls Clubs of America:

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- Presenter, Co-Presenter and Panelist (1994—2016), 250—300 Boys & Girls Club of America conferences across the U.S., the District of Columbia and Puerto Rico, topics included:
  - Child Safety and Security
  - Risk Management
  - Staff and Volunteer Screening
  - Child Sexual Abuse Prevention
  - Bullying Prevention
  - Crime Prevention through Environmental Design (CPTED)
  - Active Shooter Response
  - Crisis Communications Planning
  - Emergency Response Planning
  - Developing Effective Policies and Procedures
  - Facility Management
  - Facility Planning and Design
  - Enterprise Risk Management
  
- Presider (2014), Strategic Safety Roundtable for Major Metro Organizations, Boys & Girls Clubs of America, Atlanta, GA.
  
- Presider (2014), Strategic Safety Roundtable for Los Angeles County Boys & Girls Clubs, Boys & Girls Clubs of America, Santa Monica, CA.
  
- Facilitator in partnership with Robert Franklin, Sexual & Domestic Violence Community Outreach Coordinator, Virginia Department of Health (2012), "Preventing Statutory Sexual Incidents," Virginia-Area Boys & Girls Clubs, Richmond, VA.
  
- Presider in partnership with ADT-Tyco Security (2011), Boys & Girls Club South Texas-Border Area Security Roundtable, McAllen, TX.

### Consultations

#### For Boys & Girls Clubs of America and Affiliate Organizations (1994 - 2016)

Conducted thousands of safety and facility consultations over a 22-year period with local Boys & Girls Club organizations in all 50 states, the District of Columbia and Puerto Rico. Sites included traditional sites (i.e. stand-alone youth service facilities), as well as shared facilities located in churches, schools, parks and recreation centers, community centers, tribal centers, shopping centers, libraries

#### For Other Youth Serving Organizations (2009-present)

Assisted other youth serving organizations in developing youth protection programs or assessing facility safety.

- Boys & Girls Clubs of Canada (Niagara, Ontario and Quebec affiliates)
- Club de Ninos y Ninas de Mexico (Tijuana, Baja and Mexico, F.D. affiliates)
- Boys & Girls Clubs of South Africa, Pimville and Protea Glen sites
- City of Johannesburg, Community Development: Sport & Recreation Department, Johannesburg, South Africa

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- The Professional Golfers Association of America, Palm Beach Gardens, FL
- The Nature Conservancy, Great Barrington, MA
- The Sisters of Mercy, New York, NY
- The Civil Air Patrol, Huntsville, AL
- Bolton Lads & Girls Club, Bolton, England
- Big Brothers Big Sisters of Greater Miami, FL
- The Catholic Diocese of Altoona-Johnstown, Hollidaysburg, PA
- The St. James Sports and Wellness Center, Springfield, VA

### U.S. Department of Defense Youth Centers (1998 - 2012)

Conducted numerous on-site safety and facility consultations at U.S. Army, Air Force and Navy Youth facilities located on U.S. domestic and overseas military bases, including:

- Ft. Mead, MD
- West Point, NY
- Offutt AFB, NE
- Warner-Robins AFB, GA
- Bad Kreutznach Army Base, Germany
- Baden-Wurttemberg Garrison, Heidelberg, Germany
- Bamberg Army Base, Germany
- Darmstadt Army Base, Germany
- Edelweiss Armed Forces Recreation Center, Garmish, Germany
- Garmisch Elementary & Middle School, Germany
- Giessen Army Base, Germany
- Argonner Kasern (Hannau), Germany
- Kaiserslautern Military Community, Germany
- Katterbach Kaserne, Ansbach, Germany
- Panzer Kaserne, Stuttgart, Germany
- Patch Barracks, Stuttgart, Germany
- Sembach Army Base, Kaiserslautern, Germany
- Shades of Green Armed Forces Recreation Center, Orlando, FL
- Wiesbaden Army Base, Germany
- Wurtzburg Kasern, Germany
- Mildenhall RAF Base, Mildenhall, England
- Lakenheath RAF Base, Lakenheath, England
- NSA Naples, Italy
- Aviano AFB, Italy

### Continuing Education

SEAK, Inc. (2017), "Advanced Testifying Skills for Experts," San Diego, CA.

SEAK, Inc. (2016), How to Start, Build and Run a Successful Expert Witness Consulting Practice, San Diego, CA.

Crisis Prevention Institute (2016), Nonviolent Crisis Intervention Training Program, Atlanta, GA.

Axis Communications AB (2015), Axis Boot Camp: Network Video Design, Atlanta, GA

SEAK, Inc. (2015), How to Excel at Your Expert Witness Deposition. (2015), SEAK Inc., Naples FL.

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ASIS International (2015), Active Shooter Procedures for Schools. (2015), Anaheim, CA.

ASIS International (2015), Critical Thinking for Security Solutions, Anaheim, CA.

ASIS International (2015), Preparing for and Responding to an Active Shooter Threat, Anaheim, CA.

SEAK, Inc. (2015), National Expert Witness Training. (2015), Washington, D.C.

ASIS International (2010), Physical Security: Planning & Design, Boston, MA.

University of Michigan (2009), Leadership Judgment Program, Ross School of Business, Ann Arbor, MI.

U.S. Department of Justice (2006), Project Safe Childhood National Conference, Washington, DC.

Federal Bureau of Investigation, (2004), Scientific Basics of Fingerprint: Classifying, Recording and Comparing, Criminal Justice Information Center, Clarksburg, WV.

The Buckley School of Public Speaking (2001), Executive Seminar. (2001), Camden, SC

Learning Dynamics (1998), Safe and Sound: Workplace Violence Prevention, Wallingford, CT.

Florida Crime Prevention Association (1996), Crime Prevention through Environmental Design, Sarasota, FL.

National Crime Prevention Institute (1995), Crime Prevention through Environmental Design. St. Petersburg Junior College Criminal Justice Institute, St. Petersburg, FL.

### Conferences Attended

International Association of Professional Security Consultants (2017), Annual Conference, Austin, TX.

Boy Scouts of America (2016), National Youth Protection Symposium, Alexandria, VA.

The National Coalition to Prevent Child Sexual Abuse and Exploitation (2016), Annual All Member Meeting, Alexandria, VA.

ASIS International (2015), National Conference and Expo, Anaheim, CA.

The National Coalition to Prevent Child Sexual Abuse and Exploitation (2015) Annual All Member Meeting, Atlanta, GA.

ASIS International (2014), National Conference, Atlanta, GA

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National Child Advocacy Center (2013) National Conference, Huntsville, AL.

Boy Scouts of America (2012) National Child Protection Symposium, Atlanta, GA.

Pennsylvania State University (2012) Penn State Conference on Child Protection, State College, PA.

Nonprofit Risk Management Center (2012), Risk Management & Finance Summit, Philadelphia, PA.

Nonprofit Risk Management Center (2005), National Conference, Washington, D.C.

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Professional Associations

The National Coalition to Prevent Child Sexual Abuse & Exploitation (2014—present)

- President (2016—2017)
- Executive Committee (2017—2018)

ASIS International (2009—present)

American Institute of Architects (1982—present)

International Association of Professional Security Consultants (2017—present)

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