

Curriculum Vitae

R. Leslie Nichols, RA, CPP, MSSA

Child and Youth Protection within Organizations

R. L. Nichols & Associates, LLC
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Mr. Nichols specializes in developing child and youth protection solutions for youth serving organizations and schools. For 22 years, he served as the vice president over Club safety and facilities for Boys & Girls Clubs of America (BGCA), an organization providing out-of-school time programs for over 4,000,000 youth at over 4,300 sites including schools, military bases, public housing and tribal lands, located in all 50 states. His work also includes facilities in Puerto Rico, Canada, Mexico, Germany, Italy, England, Spain, Guam, Philippines, and Japan. He has written and lectured on developing effective organizational protection strategies to prevent sexual abuse, bullying, violence, abduction and physical injuries to children.

Mr. Nichols is board-certified in security management (CPP) through ASIS International, has a Master of Science in Security Administration, holds certificates in Enterprise Risk Management and Emergency Response Planning, has been educated in terrorism and homeland security issues at the graduate level and is a licensed architect. He is experienced in applying a variety of organizational protection strategies, such as "The Situational Prevention Approach," "Crime Prevention through Environmental Design (CPTED)," electronic security systems and target hardening.

Consulting & Forensic Work

Mr. Nichols is 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
- 1991-1993 *Principal*
Cumberland America/Church Building Associates
Marietta, GA
- 1985-1990 *Principal*

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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), Southwestern College (KS)

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

Licenses and Certifications

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

Licensed Architect, Georgia (active)

Graduate Certificates in Emergency Response Planning and Enterprise Risk Management, Southwestern College, KS, (Issued 2015)

Youth Protection, Security & Safety Projects

Lafayette County Schools, MS (2018-2019)

Through Pryor & Morrow Architects, assessed, specified and designed physical security components for a new, 100,000 SF elementary school. Project included coordination with the district leadership, school resource officers, local emergency responders and security system representatives and installers.

Lee County Schools, MS (2018-2019)

As an independent consultant to Lee County Schools, conducted operational and physical security assessments of 14 schools and district operations, developed a multi-phase strategy for improving the school climate and culture, target hardening and expanded use of electronic security systems.

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Broward County Public Schools, FL (2018)

Through Safe Havens International, was part of a team conducting physical security audits and staff interviews at 54 of the 244 sites for the sixth largest school district in the U.S.

School District of Indian River, FL (2018)

Through Safe Havens International, conducted a physical security audit of 23 schools, developed recommendations for improvement and implementation strategies.

Medford High School, MA (2018)

Through Safe Havens International, conducted a physical security audit of a 1,200-student high school building in the greater Boston area.

Orange County Public Schools, FL (2018)

Through Safe Havens International, was part of a team conducting a security audit of the ninth-largest school district in the U.S. Work included extensive interviews of key staff, first responders and building code officials to evaluate security technology, transportation safety, student threat assessment processes, sports event security and staff screening procedures to address the risk of sexual molestation.

Littleton Public Schools, CO (2018)

Through Safe Havens International, was part of a team conducting a security audit of a 23-school district in Arapaho County, CO. Work included extensive interviews of key staff to evaluate security technology, transportation safety, student threat assessment process and staff screening procedures to address the risk of sexual molestation.

Moraga Public Schools, CA (2018)

Through Safe Havens International, was part of a team that conducted an on-site threat assessment and developed operational and physical security performance recommendations for a small school district located in Contra Costa County, CA. Work included recommendations to improve employee screening protocols to reduce the risk of sexual molestation.

Souhegan High School, NH (2018)

Through Safe Havens International, conducted an on-site threat assessment and developed operational and physical security performance recommendations for a 900-student high school complex within the Amherst, New Hampshire school district.

Front Row Emergency Notification System Evaluation (2017)

As an Adjunct Analyst to Safe Havens International, was part of a team evaluating a prototype emergency notification and communication system manufactured by Front Row, Inc.

Boys & Girls Clubs of Southeastern Michigan (2017)

As an independent consultant, analyzed and recommended safety, security and operational needs for a youth-serving organization with six sites across greater Detroit, MI.

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St. James Sports and Wellness Center, VA (2016-2018)

Through Safe Havens International, conducted a comprehensive threat-vulnerability assessment for security and emergency communication systems for a 450,000 sf, indoor commercial sports facility in the Greater Washington, D.C. area. Developed staff screening, selection and safety training process; sample safety policies, procedures and codes of conduct; and model reporting processes.

Roman Catholic Diocese of Altoona-Johnstown, PA (2016-present)

As an independent consultant to the Roman Catholic Diocese of Altoona-Johnstown, developed and helped implement a comprehensive sexual abuse prevention program that included policies and procedures, staff/volunteer training, staff/volunteer screening and onboarding, safety communications, safety leadership, and coordination with external auditors and the **diocese's Independent Oversight Board**.

BGCA Staff and Volunteer Screening Project (2003-2016)

Project manager and subject matter expert for a 13-year project expanding the use of criminal 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.

BGCA Organizational Membership Requirements Project (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.

BGCA Child Protection Leadership and Oversight Project (2013-2016)

Project lead for a five-year project to draft a child protection master plan for the BGCA **national headquarters, a charter for a new BGCA Board of Governors' Child & Club Safety Committee and a charter for a new Child & Club Safety National Advisory Task Force**. Project lead to drive the formation of approximately 1,000 new, board-led Child & Club Safety Committee for every local Boys & Girls Club affiliate organizations.

BGCA-PSU Situational Prevention Approach Pilot Study (2011-2015)

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

BGCA Critical Incident Management System Project (2014)

Project lead for an online Critical Incident Management System (CIMS) permitting **BGCA's** local affiliate organizations to report various categories of critical incidents. The system provides instant reporting of an incident by a local affiliate organization, the notification of the appropriate national staff, timed notification rollover, internal monitoring and categorical analysis of trends.

BGCA Online Safety Assessment Tool Project (2013)

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Project lead for an Online Safety Assessment, a system for local affiliate 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.

BGCA Child Safety Hotline Project (2012)

Project lead for developing telephone/online 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.

NAPBS Ban-the-Box Legislation Initiative (2012-2013)

Subject matter advisor to the National Association of Professional Background Screeners (NAPBS) and Consumer Data Industry Association (CDIA) in support of efforts to challenge laws limiting the use criminal background checks by employers. Included presentation and **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.**

BGCA National Insurance Program (2011-2013)

Organization liaison to Markel Insurance for developing and promoting a national insurance program for all BGCA local affiliate organizations, with a focus on providing coverage for sexual molestation, employment practices liability (EPL) and directors & officers (D&O).

BGCA Public Trust Forum (2009-2012)

Moderator of 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)

Subject matter advisor to Abel Screening, Inc. for developing a web-based adaption of The Diana Screen, a proprietary tool that identifies applicants who may pose a risk of sexual abuse to youth. 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.

BGCA Safe on All Sides Risk Management Tool (2004-2012)

Team lead for a CD-ROM educational resource, distributed to all local affiliate organizations, demonstrating a comprehensive approach to risk-identification and risk-mitigation.

BGCA Sex Abuse Prevention Training Study (2010-2011)

Team lead for a two-year study funded by the New York Life Foundation and in partnership with Praesidium, Inc. Included recruitment of pilot sites in five states, evaluation of online vs. in-person child sex abuse prevention training methods for youth and the development of a prototype sex abuse gap analysis, training and educational materials for self-administration by local BGC organizations.

BGCA Bullying Prevention 101 Project (2010-2016)

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Team lead for developing and promoting a user-friendly, research-based, bullying-prevention program for local BGCA organizations. Included tools for policy development, position description, staff training, youth surveys and tie-ins to other BGCA programs.

BGCA Safe Spaces Project (1995-2016)

Team lead for initiative to promote and apply Crime Prevention through Environmental Design (CPTED) strategies across at all local Club sites. Included training, webinars, CD-ROM interactive assessment tools, publications and on-site assessments.

CDC Standards for Preventing Child Sexual Abuse (2005-2007)

As one of 17 subject matter experts, assisted 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)

Organizational liaison and project manager to a five-year project, authorized by the U.S. Congress and involving The Federal Bureau of Investigation, The National Center for Missing & Exploited Children and two other national youth-serving 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. A summary of the findings detailed 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.

BGCA-Cornell University Environment and Social Behavior Studio Project (2002-2004)

Organizational liaison for a three-year partnership between BGCA and Cornell University's Special Projects Studio (DEA 3301: The Environment and Social Behavior). Project involved developing environmental design criteria for prototype Boys & Girls Club facilities.

Publications

(in press) Dorn, M., Nguyen, P. & Nichols, R. (Fall 2019), *Extreme violence: Understanding and Protecting People from Active Assailants, Hate Crimes and Terrorism*, San Diego, CA: Cognella Academic Publishing.

Nichols, L. (2015), "From a United Movement to a Collaborative Network." *Child & Club Safety Newsletter*, Issue 10, Boys & Girls Clubs of America

Nichols, L. (2015), "Planning for Safety," *Child & Club Safety Newsletter*, Issue 9, Boys & Girls Clubs of America.

Nichols, L. (2014), "Business Continuity Planning for Safety," *Child & Club Safety Newsletter*, Issue 8, Boys & Girls Clubs of America.

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Nichols, L. (2014), "Stand Up Against Bullying," *Child & Club Safety Newsletter*, Issue 7, Boys & Girls Clubs of America.

Nichols, L. (2014), "Smart Steps to Security: Part 2," *Child & Club Safety Newsletter*, Issue 6, Boys & Girls Clubs of America.

Nichols, L. (2014), "Smart Steps to Security: Part 1," *Child & Club Safety Newsletter*, Issue 5, Boys & Girls Clubs of America.

Nichols, L. (2014), "Summer Safety: Part 2," *Child & Club Safety Newsletter*, Issue 4, Boys & Girls Clubs of America.

Nichols, L. (2014), "Summer Safety: Part 1," *Child & Club Safety Newsletter*, Issue 3, Boys & Girls Clubs of America.

Nichols, L. (2014), "What is Safety Leadership?" *Child & Club Safety Newsletter*, Issue 2, Boys & Girls Clubs of America.

Nichols, L. (2014), Keeping Kids Safe Starts at the Top, *Connections*, Winter, pp. 20-21, Boys & Girls Clubs of America.

Nichols, L. (2014), "Taking a Business Approach to Child Safety," *Child & Club Safety Newsletter*, Issue 1, Boys & Girls Clubs of America.

Forward by Nichols, R.L. in Dorn, M. (2014), *Staying Alive: How to Act Fast and Survive Deadly Encounters*, Hauppauge, NY: Barron's, Boys & Girls Clubs of America.

Forward by Nichols, R.L. 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.

Nichols, L. (2013), "Making Safe Places Safer," *Connections*, Spring, pp. 20-21, Boys & Girls Clubs of America.

Nichols, L. (2013), "Staying Alert to Near Misses," *Connections*, Summer, pp. 16-17, Boys & Girls Clubs of America.

Kaufman, K., Nichols, R.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.

Nichols, L. (2011), "Managing Risk: The Cost of Blurred Boundaries," *Connections*, Winter, pp. 26-27, Boys & Girls Clubs of America.

Nichols, L. (2011), "Managing Risk: Is Bullying Happening Right Under Your Nose?" *Connections*, Summer 2011, pp. 26-27, Boys & Girls Clubs of America.

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Nichols, L. (2010), "Managing Risk: A Social Networking Program Proves Precarious," *Connections*, Summer, pp. 28-29, Boys & Girls Clubs of America.

Nichols, L. (2010), *Keep Safe: The Child Safety Desk Reference*, Boys & Girls Clubs of America.

Nichols, L. (2009), Managing Risk: An Abduction Averted, *Connections*, Winter, pp. 28-29, Boys & Girls Clubs of America.

Nichols, L. (2008), "**A Deadly Chain of Events**," *Managing Risk*, Boys & Girls Clubs of America.

Nichols, L. (2007), "Seven New Developments in Child Safety," *Connections*, Winter, pp. 20-21.

Nichols, L. (2007), "**Second Chances**," *Managing Risk*, Boys & Girls Clubs of America.

Nichols, L. (2007), *Standard Practices for Child Safety: The Boys & Girls Club Way*.

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.

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*.

Nichols, L. (2006), "Beyond Background Checks: A Screening Process That Works," *Connections*, spring, pp. 22-23.

Nichols, 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, L. & Somellian, R. (2004). "Vehicular Safety: Staying Ahead of the Curve," *Connections*, Fall, pp. 16-17.

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

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

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, L. (2002), "The Culture of Safety: How to Secure Your Club without Creating an Unfriendly Fortress," *Connections*, Summer, pp. 20-21.

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

Nichols, L. & Sanchez, F. (1997), "Staying in Charge of Your Turf: Having the Last Word on Graffiti," *Connections*, Summer, pp. 20-23.

Nichols, L., Cox, J. & Sanchez, F. (1995), "Making Clubs Safer," *Connections*, Fall, pp. 2-5.

Media Interviews, Quotes and Citations

Quoted in Gissendaner, A. (July 2019), "Culture Shock!," *School Transportation News*.

Quoted in Moore, W. (28 March 2018), "School Leaders Discuss Campus Security and Safety," *The Northeast Mississippi Daily Journal*.

Quoted in Walker, M. (20 February 2018), "Statistics often don't tell whole story on school bullying," *MyAJC, The Atlanta Journal-Constitution*.

Quoted in Bologna, G. & Riley, C. (2017), "Predators Follow Patterns of Exploiting Children, Expert Says," *The Springfield, Missouri News-Leader*.

Cited in Department of Justice (2017), "U.S. Attorney's Office and Diocese of Altoona-Johnstown Announce Reforms to Protect Children from Sexual Abuse, Provide Counseling and Support for Victims," *Western District of Pennsylvania*.

Cited in Hurst, D. (2017), "Diocese, Federal Prosecutor Announce Reform They Say Will Protect Victims, Prevent Future Abuse," *The Tribune-Democrat*.

Quoted in Beck, E. (2016), "Preventing Child Sexual Abuse Requires Acknowledging the Problem, Advocates Say," *Charleston Gazette-Mail*.

Cited in Dorn, M. (November 2016), "Building Safer Schools: Are You Literate in Crime Prevention Through Environmental Design?," *School Planning & Management*.

Cited in Kaufman, K. (2013), "Identifying & Addressing Risks to Create Safer Youth Sports Organizations" [webinar], United States Olympic Committee.

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Cited in Safe Havens International (2013), "The Library: Learning Resources Review Special Edition," *The Safety Net: The Electronic Journal of Safe Havens International*.

Quoted in Erooga, M. (2012), *Creating Safer Organisations: Practical Steps to Prevent the Abuse of Children by Those Working with Them*, Wiley-Blackwell, p. 165.

Broadcast interview in CNN Evening Edition (2012), "**What Parents Should Ask about Summer Programs**," *Cable News Network*.

Quoted in Slaven, R. (2012), "What the Sandusky Case Has Taught Us: Six Keys to Creating an Effective Child Protection Policy," *Juvenile Justice Information Exchange*, Center for Sustainable Journalism, Kennesaw State University.

Quoted in Reuters (2012), "LexisNexis Nonprofit Audit Delivers Industry Leading Background Screening Insights, Trends and Best Practices," *Reuters.com*.

Quoted in Crary, D. (2012), "Major Youth Groups Make Headway against Sex Abuse," *Associated Press*.

Quoted in Bailey, L. (2012), "Girl Says Boys & Girls Club Hired Molester," *Courthouse News Service*.

Video interview in FADV.com (2012), "Success Stories in the Screening Industry," First Advantage Screening Solutions, Inc.

Cited in Dorn, M. (2010), "Problem 'Seeking' Rather Than Solving," *Campus Safety and College Planning & Management*.

Quoted in Law, J. (2010), "Building for the Future," *Niagara Falls [Canada] Review*, 25 March.

Quoted in Boyle, P. (2010), "Do Youth Groups Need Volunteer Blacklists?" *Youth Today*.

Cited in Dorn, M. (2010), "Through a Different Lens," *School Planning & Management*.

Quoted in Choice Point (2008), *Criminal Background Checks: What Nonprofits Need to Know about Criminal Records*, September, pp. 4-7.

Quoted in Saul, J. (2008), "**Research and Action for Bridging Science, Practice and Prevention**," *American Journal of Psychology*.

Cited in Dorn, M. (2006), *Let None Learn in Fear: Michael Dorn on School Safety* [e-book], Macon, GA: Safe Havens International.

Quoted in Wallace, N. (2006), "Building with a Mission," *The Chronicle of Philanthropy*.

Quoted in Strawn, S. (2005), "Groups Expanding Background Checks," *The New York Times*.

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Quoted in Boyle, P. (2005), "False Charges Haunt Youth Workers," *Youth Today*.

Quoted in Biden, Sen. J. (2005), "Statement on Introduced Bills and Joint Resolutions," [SB 1961], S12401, *The Congressional Record – Senate*.

Quoted in Lang, S. (Spring 2004), "Custom Creations: Cornell Students Design with Clubs in Mind," *Cornell Science News*.

Cited in Dorn, M. (2004), "Acceptable Losses," *School Planning & Management*.

Quoted in Shabman, M. (2004), "The Price of Protection," *Aquatics International*.

Quoted in Dorn, M. (2003), *Weakfish: Bullying through the Eyes of a Child*, Dorn, M., Macon, GA: Safe Havens International.

Presentations, Panels and Advisory Roles

(scheduled) Keynote Speaker (July 2019), School Transportation News, Conference and Trade Show, Reno, NV.

Presenter (2019), Pacific Youth Foundation, 2019 Leaders in Training Conference, Palm Springs, CA

Presenter (2018), "Developing a School Security Plan," Mississippi Association of School Superintendents, Annual Conference, Biloxi, MS

Presenter (2018), S4-School Security & Safety Summit, Tupelo, MS.

Presenter (2018), **"Sex Abuse Prevention for Out-of-School Programs: Developing a Standard That Works for You,"** Disabled Sports USA, Adapt 2 Achieve Leadership Conference, Denver, CO.

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).

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

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.

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

Advisor (2005-2015), Customer Advisory Board, First Advantage Screening Solutions, Inc (previously Lexis Nexis-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.

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).

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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, 27th Annual Conference of the American Society for the Treatment of Sexual Abusers, Atlanta, GA.

Presenter (2008), Making Places Safer, 12th 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," 4th Annual Youth Gang Symposium, The Office of Juvenile Justice Delinquency Programs, St. Paul, MN.

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

Boys & Girls Clubs of America Conferences (1994-2016):

- 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

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- 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 as Employee of BGCA

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

Other Youth Serving Organizations (2009-2016)

Assisted other youth serving organizations to develop youth protection programs and/or safe facilities:

- Boys & Girls Clubs of Canada (Niagara, Ontario and Quebec affiliates)
- Club de Niños y Niñas de México (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
- 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

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

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R. Leslie Nichols, RA, CPP, MSSA

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 Kreuznach 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

Security Center/BICSI (2019), "Security Center System Design Training (IP Video and Card Access) SC-SDT-001," Orlando, FL.

ASIS International (2018), "Security Policy Writing Workshop," Las Vegas, NV.

ASIS International and International Association of Professional Security Consultants (2017), "Successful Security Consulting," Dallas, TX.

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

Curriculum Vitae

R. Leslie Nichols, RA, CPP, MSSA

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

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 & 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

ASIS International (2019), Global Security Exchange, Chicago, IL

School Transportation Network (2019), Conference and Trade Show, Reno, NV

School Transportation Network (2019), Conference and Trade Show, Frisco, TX

ASIS International (2018), Global Security Exchange, Las Vegas, NV

The National Coalition to Prevent Child Sexual Abuse and Exploitation (2017) Executive Committee Planning Meeting, Atlanta, GA.

ASIS International (2017), National Conference and Expo, Dallas, TX.

Curriculum Vitae

R. Leslie Nichols, RA, CPP, MSSA

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

Boys Scouts of America (2013) National Youth Protection Symposium, Irving, TX.

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.

American Institute of Architects (2002), Building Security through Design: Protective Environments in an Open Society, Albuquerque, NM.

Nonprofit Risk Management Center (2000) National Conference, Georgetown University.

Professional Associations

ASIS International (2009—present).

International Association of Professional Security Consultants (2017—present).

Security Industry Association, Member (2018—present).

The National Coalition to Prevent Child Sexual Abuse & Exploitation

- Member (2014 – present)
- President (2016—2017)
- Executive Committee (2017—2018)

Expert Not Yet Retained