



International Centre
FOR MISSING & EXPLOITED CHILDREN



GLOBAL TRAINING ACADEMY

TRAINING CATALOG
2017-2018



OUR MISSION

EVERY CHILD DESERVES A SAFE CHILDHOOD.

WE WORK TO MAKE THE WORLD SAFER FOR CHILDREN BY ERADICATING CHILD ABDUCTION, SEXUAL ABUSE AND EXPLOITATION.

A MESSAGE FROM THE PRESIDENT & CEO

Ambassador Maura Harty, ret.



For more than 15 years, ICMEC has been a leader in identifying gaps in the global community’s ability to protect children from abduction, sexual abuse and exploitation, and expertly assembling the people, resources and tools needed to fill those gaps.

We focus on programs that have an impact on addressing the complex issues surrounding missing children, child abduction, child sexual abuse, and child sexual exploitation. We offer support to governments, policymakers, law enforcement, prosecutors, industry, civil society, and others across the globe.

ICMEC’s Global Training Academy coordinates programs tailor-suited to sponsors’ needs. Working with members of our own team, as well as subject matter experts currently practicing in the fields of law enforcement, medicine, technology and child welfare, we advance our mission to make the world safer for children by collaborating with knowledgeable professionals who share our view that every child deserves a safe childhood.

This catalog provides a brief description of current courses on offer. ICMEC stands ready to work with you to design training programs, roundtable discussions and individual speaker presentations specific to your group’s or organization’s needs.

We see a world free from child abduction, sexual abuse and exploitation. We look forward to the opportunity to work together toward that goal.

OUR FOCUS

ICMEC is committed to building a safer world for all children by advocating for improved protections, providing the necessary tools and training to those on the frontlines, and collaborating with partners around the world. ICMEC believes that safeguarding children is a responsibility we all share — creating a world that is safe for today’s children and even safer tomorrow.



ADVOCATE:

Propose changes to laws, treaties and systems based on rigorous research and the latest technology to better protect children worldwide.

TRAIN:

Provide tools to professionals who interface with children to improve prevention, facilitate treatment for victims and increase the efficacy of the identification and prosecution of people who victimize children.

COLLABORATE:

Build international networks of professionals across disciplines to anticipate issues, identify gaps and develop cross-cutting solutions.

| | |
|---|-----------|
| Global Initiative for Child Health & Well-Being | 4 |
| <i>Staff Bio: Dr. Jordan Greenbaum</i> | 5 |
| <i>Basics of Child Physical Abuse for Adults Working with Children</i> | 6 |
| <i>Overview of Child Sexual Abuse for Adults Working with Children</i> | 6 |
| <i>Overview of Child Trafficking and Sexual Exploitation for Adults Working with Children</i> | 7 |
| <i>Talking to the Child Victim of Sexual Abuse: The Role of the First Responder</i> | 7 |
| <i>Creating a Trauma-Informed Organization</i> | 8 |
| <i>Child Sexual Abuse and Exploitation: How Can We Protect Our Children?</i> | 9 |
| <i>A Multidisciplinary Response to Child Sexual Abuse, Exploitation and Trafficking</i> | 9 |
| <i>Child Abuse and Neglect of Children with Disabilities</i> | 10 |
| <i>Long-Term Effects of Early Childhood Adversity: Toxic Stress and Brain Development</i> | 10 |
| <i>Caregiver Substance Abuse: Effects on the Fetus and Child</i> | 10 |
| <i>Fatal Child Abuse and Neglect</i> | 11 |
| <i>Violence in the Home: Impact on Child Witnesses</i> | 11 |
| <i>The Effects of Child Abuse and Neglect: A Child's Perspective</i> | 12 |
| <i>Training for Healthcare Professionals</i> | 13-14 |
| <i>The Medical Evaluation in Suspected Child Sexual Abuse</i> | 13 |
| <i>Basics of Child Physical Abuse for Healthcare Workers</i> | 14 |
| <i>Child Trafficking: The Healthcare Worker Response</i> | 14 |
| <i>Training for Educators</i> | 15-20 |
| <i>Overview of Child Abuse and Neglect</i> | 15 |
| <i>The Effects of Child Abuse and Neglect: A Child's Perspective</i> | 16 |
| <i>Overview of Sexual Exploitation of Children and Youth</i> | 16 |
| <i>Responding to Youth Produced Sexual Imagery (Sexting) and Sexual Exploitation Online</i> | 17 |
| <i>Talking to the Child Victim of Sexual Abuse: The Role of the First Responder</i> | 18 |
| <i>Basics of Child Physical Abuse</i> | 18 |
| <i>Creating a Trauma-Informed School: Recovering from an Incident or Crisis</i> | 19 |
| <i>Child Abuse and Neglect of Children with Disabilities or Special Needs</i> | 20 |
| Global Missing Children's Center | 21 |
| <i>Staff Bio: Caroline Humer</i> | 22 |
| <i>First Responders Training: Missing Children</i> | 23 |
| <i>Runaways and Children Missing From Care</i> | 23 |
| <i>Long-Term Missing Investigations</i> | 23 |
| <i>Family Advocacy, Awareness and Prevention</i> | 24 |
| <i>For Policymakers</i> | 24-25 |
| <i>Model Missing Child Framework</i> | 24 |
| <i>Hague Convention and Parental Abduction</i> | 25 |
| <i>Roundtable on the Development of a Rapid Emergency Child Alert System</i> | 25 |
| Law Enforcement Training | 26 |
| <i>Staff Bio: Guillermo Galarza</i> | 27 |
| <i>Computer-Facilitated Crimes Against Children: Essentials of Understanding Online Child Sexual Exploitation</i> | 28 |
| <i>Investigating Online Child Sexual Exploitation</i> | 29 |
| <i>Technology Tools to Combat Online Child Sexual Exploitation</i> | 30 |
| <i>Understanding Advanced Technology Tools: Section I</i> | 31 |
| <i>Understanding Advanced Technology Tools: Section II</i> | 31 |
| <i>Computer-Facilitated Crimes Against Children Training for Prosecutors</i> | 32 |
| <i>Train the Trainer</i> | 32 |

GLOBAL INITIATIVE FOR CHILD HEALTH & WELL- BEING

Increasing recognition, identification and treatment.

We provide resources for those on the frontlines of protecting children around the world, with a focus on giving law enforcement, educators, medical professionals, and other child protection specialists the needed tools to combat child sexual abuse, identify exploitation, and find missing children.





DR. JORDAN GREENBAUM

MEDICAL DIRECTOR

Dr. Jordan Greenbaum is the medical director of the Global Initiative for Child Health & Well-Being. She is a child abuse physician from the United States who received her medical degree from Yale School of Medicine. She works with victims of suspected physical/sexual abuse, neglect and sex trafficking at the Stephanie Blank Center for Safe and Healthy Children at Children’s Healthcare of Atlanta, where children receive forensic interviews regarding the suspected abuse, medical evaluations, mental health assessments and treatment. Dr. Greenbaum conducts research on child sex trafficking and provides trainings on all aspects of child maltreatment for medical and non-medical professionals working with children. She delivers training locally, nationally and internationally, working with child-serving professionals to prevent, identify and intervene in cases of suspected abuse and sex trafficking.

Dr. Greenbaum currently serves on the Executive Committee of the Ray Helfer Society, an international organization of child abuse physicians, and co-chairs the Committee on Human Trafficking. She served on the board of the American Professional Society on the Abuse of Children, and is a past-president. She co-chairs the Education/Training committee for HEAL Trafficking, an organization of medical professionals working on human trafficking issues. She is a member of the Georgia Children’s Justice Coordinating Council Task Force on Commercial Sexual Exploitation of Children. She chaired a workgroup within the Task Force that developed medical guidelines for evaluating victims of child sex trafficking for the American Society on the Abuse of Children and co-authored a clinical report on commercial sexual exploitation of children for the American Academy of Pediatrics. Key professional interests include international education and training on child sex trafficking and commercial sexual exploitation, as well as child sexual abuse.

Basics of Child Physical Abuse for Adults Working with Children

Major topics covered in this workshop include:

- Definitions of child physical abuse
 - Cultural considerations, variations in laws
- Prevalence, risk factors
- Long-term adverse effects of physical abuse
- Forms of physical abuse
- Discipline vs. physical abuse
- Prevention strategies

In this workshop, the various definitions of child physical abuse will be described and the cultural factors influencing our views will be considered. An overview of physical abuse will be provided, as will a discussion of the most common types of abuse. Common risk factors and indicators will be discussed. Participants will engage in a discussion of the differences between physical abuse and discipline involving corporal punishment. Finally, there will be a discussion of the ways professionals can help prevent child physical abuse.

Length: .5 day

Target Audience: Adults working with children, including educators, daycare providers, social workers, medical and mental health professionals, law enforcement and others

Overview of Child Sexual Abuse for Adults Working with Children

Major topics covered in this workshop include:

- Child sexual abuse: victims and offenders
 - Definitions, risk factors for victimization, prevalence
 - Characteristics of offenders
- Myths and realities of child sexual abuse
 - Close look at common misperceptions regarding child sexual abuse
- Normal and abnormal sexualized behavior
- Interviewing skills for the first responder
 - Goals and limitations
 - Developmental considerations
 - Types of questions
- Outcomes and mental health treatment strategies
 - Adverse Childhood Experiences studies
 - Evidence-based mental health treatment options
- Working with community agencies and organizations
 - Assessing needs and service gaps
 - The multidisciplinary approach
 - Building relationships with investigative agencies and service providers

In this workshop, participants will learn about the epidemiology of child sexual abuse, risk factors and possible indicators of victimization, and characteristics of offenders. Common myths about sexual abuse will be addressed. Participants will learn effective interviewing techniques for first responders and will be able to distinguish this type of initial interview from the formal forensic interview that is conducted by specially-trained investigators. Normal and abnormal sexual behavior will be discussed as it occurs among children of differing ages. Short- and long-term adverse consequences of child sexual abuse will be explained, as will a variety of evidence-based treatment strategies. Participants will explore ways to identify needs and service gaps within their own community, and strategies to work with investigators and service providers to help protect vulnerable children.

Length: 1 day (adjustable to suit host's needs)

Target Audience: Educators, medical and mental health professionals, school administrators, social workers, law enforcement and other professionals interacting with children

Overview of Child Trafficking and Sexual Exploitation for Adults Working with Children

Major topics covered in this workshop include:

- Overview of child sex and labor trafficking
 - Prevalence, risk factors, possible indicators, conditions during exploitation
- Health consequences of child trafficking
 - Adverse effects on physical and mental health
- Trauma-informed care (TIC) of suspected victims
 - Definition, relevance to trafficking victims
 - Components of TIC
 - Safety and trust
 - Interview techniques
- Local context: challenges and opportunities
 - Needs of victims
 - Identifying community partners who provide victim services
 - Working with authorities
 - Community advocacy for victims/survivors
- Secondary traumatic stress (STS)
 - Causes, effects, strategies to reduce STS

During this workshop, participants will learn about the various forms of child trafficking, focusing on those most relevant to the local context. Risk factors and possible indicators of child trafficking will be reviewed, as will the spectrum of adverse physical and mental health consequences of exploitation. Participants will learn appropriate strategies for interacting with suspected victims so as to minimize re-trauma and maximize safety. Common physical, social, emotional, and legal needs of victims will be discussed and participants will examine the local and national response to child trafficking. Finally, participants will discuss possible ways to advocate for victims and survivors.

Length: 0.5-1 day (adjustable to suit host's needs)

Target Audience: Adults likely to encounter victims of child trafficking and sexual exploitation (e.g., law enforcement, prosecutors, social workers, educators, counsellors, healthcare professionals, non-governmental organizations, and others)

Talking to the Child Victim of Sexual Abuse: The Role of the First Responder

Major topics covered in this workshop include:

- Overview of child sexual abuse: victims and offenders
- The disclosure of abuse
 - Types of disclosure
 - Process of disclosure
 - Delays in disclosure
 - Recantation of a disclosure
 - False allegations of abuse
- Developmental considerations regarding disclosure
- First responder vs. forensic interviewer
- Goals of first responder interview
- Techniques for interviewing children
- Common errors in the interview

After a brief overview of child sexual abuse, this training will focus on the process of disclosing abuse and techniques to help the adult hearing the disclosure respond appropriately. The differences between the questions asked by a first responder and those asked by a trained forensic interviewer will be discussed. Common helpful techniques for talking with children will be described, and common errors reviewed.

Length: .5 day (adjustable to suit host's needs)

Target Audience: Adults working with children of any age

Creating a Trauma-Informed Organization

Major topics covered in this workshop include:

- Overview of childhood traumatic stress
 - Definitions
 - Adverse childhood experiences research
 - Impact of trauma on children and families
 - Common age-related manifestations of traumatic stress
 - Sexualized behavior
- Components of a trauma-informed system of care
 - Screens for trauma
 - Uses evidence-based tools and treatment modalities
 - Makes resources available
 - Strengthens resilience and protective factors
 - Values continuity of care and collaboration
 - Addresses secondary traumatic stress affecting staff
- Critical elements of trauma-informed system of care
 - Safety
 - Child/family needs
 - Well-being and resilience
 - Collaboration
- Challenges to creating a trauma-informed system of care
 - Common challenges and opportunities
 - Local challenges and opportunities
- Strategies for creating a trauma-informed system of care
 - Planning first and next steps
- Early brain development and the impact of trauma on children
 - Concepts of early brain development
 - Toxic stress and brain development
 - Fear-conditioning
 - Caregiver strategies to help the traumatized child
- Trauma screening and assessment
 - Definitions and differences
 - Post-traumatic stress disorder
 - Strategies for screening and assessment
 - Challenges
 - Tools for screening and assessment

In this workshop, participants will learn how childhood trauma can lead to psychological, social, behavioral, and physical problems immediately and later in life. The concept of child traumatic stress will be discussed, including its manifestations and impact on the child and family. The importance of a trauma-informed approach will be discussed and essential components of a trauma-informed system of care described.

Length: 1 day

Target Audience: Adults working with traumatized children (e.g., social workers, educators, counsellors, healthcare professionals, non-governmental organizations, law enforcement, prosecutors, and others).



Child Sexual Abuse and Exploitation: How Can We Protect Our Children?

This workshop is designed to:

- Build an awareness of issues related to child sexual abuse and exploitation;
- Provide critical information to those who work with children on a day-to-day basis to learn the possible indicators of child sexual abuse and exploitation
- Outline the necessary response when a child discloses possible abuse or exploitation (e.g., the reporting process, medical evaluation, and appropriate referrals)
- Provide professionals with strategies to minimize the risk of child sexual abuse and exploitation
- For those engaging in direct patient care, provide additional training to familiarize them with the specialized medical exam and evaluation that is appropriate for children who are suspected victims of sexual abuse or exploitation
 - Describe the purpose of a medical exam and evaluation
 - Review basic techniques for the specialized medical examination
 - Review components of the evaluation (e.g., obtaining information using a trauma-informed approach, testing for sexually transmitted infections, assessing and documenting injuries, obtaining forensic evidence, providing appropriate treatment).

Length: 1 day

Target Audience: Child-serving professionals (e.g., school educators and administrators) and members of the healthcare community (e.g., nurses, hospital staff, other healthcare providers)

A Multidisciplinary Response to Child Sexual Abuse, Exploitation and Trafficking

Major topics covered in this training include:

- Overview of a multidisciplinary response to child sexual abuse/exploitation/trafficking (CSA/E/T)
 - Individual vs. team approach
 - Advantages and challenges to a multidisciplinary response
- Identifying community partners and resources
 - Designing your Multidisciplinary Team (MDT)
 - Community services assessment: what is available for victims/families?
- Keys to success of the MDT
 - Guiding principles, pitfalls to avoid
- The Child Advocacy Center approach
 - What is a Child Advocacy Center?
 - Evidence for efficacy
 - Advantages and challenges
- Creating a protocol for the MDT
 - Components of the protocol
 - Organizing the protocol committee
 - Teamwork, trust and conflict resolution
- Daily workings of the MDT
 - Collaboration on individual cases
 - MDT meetings
- The local context: challenges and possible solutions
- Legislation needed for a multidisciplinary response to CSA/E/T

In this training, participants will learn about an integrated, multidisciplinary response to child sexual abuse, exploitation and trafficking that involves close collaboration between government agencies and community child-serving organizations. Participants will discuss advantages and disadvantages to the multidisciplinary approach, and examine how the framework for this strategy may be created and implemented in the local context. Community teams will work together on creating the structural framework for their own MDT. Participants will examine the local conditions that facilitate and obstruct efforts to establish a multidisciplinary response and discuss ways to meet challenges, including creation of key legislation.

Length: 2 days (adjustable to meet host's needs)

Target Audience: Community teams, including mandatory representation from (1) state and local law enforcement, (2) prosecutor's office, and (3) social services, with additional representation by government policymakers, healthcare providers, mental health professionals, and/or non-governmental organizations strongly encouraged

Child Abuse and Neglect of Children with Disabilities

Major topics covered in this workshop include:

- Definitions of “disability”, “medically fragile child” and “child neglect”
- Child abuse and neglect, and the disabled child
 - Prevalence, risk factors for abuse/neglect
 - Traumatic stress and the disabled child
 - Possible indicators of abuse/neglect
 - Prevention strategies

In this workshop, participants will learn how and why children with disabilities are at increased risk for child abuse and neglect. They will understand how such maltreatment may lead to signs of traumatic stress, and learn to identify possible indicators of abuse/neglect. Finally, they will learn about ways adult caregivers and child-serving professionals can help minimize the risk of child abuse and neglect of the disabled child.

Length: .5 day

Target Audience: Caregivers of disabled children and other adults working with children including educators, daycare providers, social workers, medical and mental health providers, law enforcement and others

Long-Term Effects of Early Childhood Adversity: Toxic Stress and Brain Development

Major topics covered in this workshop include:

- How adverse childhood experiences affect well-being in adulthood
- Concepts of early brain development
- Toxic stress and brain development
- Fear-conditioning
- Caregiver strategies to help the traumatized child
- Behavioral health treatment strategies

In this workshop, participants will learn about the links between early childhood adverse events and long-term problems with adolescent and adult well-being. After an overview of brain development in a non-traumatized child, there will be a discussion of the effects of toxic stress on early brain development. The underlying mechanisms of the “fear-conditioning” so often encountered in traumatized children will be described. Finally, strategies for treating a traumatized child will be discussed, as effective therapies do exist.

Length: .5 day

Target Audience: Adults working with children, including educators, daycare providers, social workers, medical and mental health providers, law enforcement, and others

Caregiver Substance Abuse: Effects on the Fetus and Child

Major topics covered in this workshop include:

- Facts about alcohol, cocaine, methamphetamine, and heroin (opiates)
- Effects on the adult caregiver
- Prenatal exposure to drugs and alcohol
 - Short- and long-term effects
- Substance abuse and child maltreatment
- Long-term outcome for children living with substance-abusing caregivers

In this workshop, participants will learn about the effects of caregiver drug and alcohol abuse on the child, before and after birth. Research on the effects of prenatal drug/alcohol exposure will be reviewed, as will research on risks of child abuse and neglect among children living with substance abusers.

Length: .5 day

Target Audience: Adults working with children including educators, daycare providers, social workers, medical and mental health providers, law enforcement, and others

Fatal Child Abuse and Neglect

Major topics covered in this workshop include:

- Overview of fatal child abuse/neglect
 - Incidence, types of maltreatment, victim and perpetrator characteristics
- Asphyxia
 - Types of asphyxia involved in child abuse
 - Mechanisms of injury
 - Physical findings
 - Differentiating from accidental asphyxia and sudden unexpected infant death
- Abusive head trauma
 - Risk factors
 - Mechanisms
 - Clinical presentation
 - Diagnostic evaluation
 - Outcomes
- Neglect
 - Fatal non-intentional injury
 - Intentional starvation
- Poisoning
 - Common characteristics
 - Physical findings
- Medical child abuse (Munchausen Syndrome by Proxy)
 - Definition, possible indicators
 - Common causes of child death
- Death investigation
 - Scene investigation
 - Autopsy
 - Challenges to investigation

This workshop will provide an overview of child fatalities due to abuse and neglect followed by a detailed discussion of some important causes of fatal child maltreatment. The focus will be on those causes of death most likely to be misdiagnosed as “accidental.” There will be a discussion of death investigation techniques, including challenges and potential solutions.

Length: 1 day

Target Audience: Law enforcement, healthcare workers (doctors, nurses, medical technicians, counsellors and other healthcare providers)

Violence in the Home: Impact on Child Witnesses

Major topics covered in this workshop include:

- Overview of violence in the home
 - Prevalence, risk factors
- Early adversity and adult well-being: the Adverse Childhood Experiences studies
- Long-term effects of witnessing violence in the home
- The developing brain and toxic stress
- Fear-conditioning and extinction
- Signs of traumatic stress
- Trauma-informed care of children living with violence

In this workshop, the participants will learn about the research demonstrating long-term adverse emotional, social and physical consequences to early childhood adversity, including witnessing violence in the home. The links between early adverse events and problems later in life will be explored with a discussion of the effects of toxic stress on the developing brain. Behavior related to traumatic stress will be discussed, as will ways that adults can provide sensitive care to traumatized children.

Length: 1 day

Target Audience: Adults working with children, including educators, daycare providers, social workers, medical and mental health providers, law enforcement, and others

The Effects of Child Abuse and Neglect: A Child's Perspective

Major topics covered in this workshop include:

- Effects of child abuse and neglect from a child's perspective
- Early brain development and toxic stress
- The trauma of intervention
- Trauma-informed care of the abused child

In this workshop, participants will view child abuse and neglect from the perspective of the child. The child's reactions to experiences of violence, sexual molestation, neglect, and abandonment will be considered in the context of their emotional response, their interpretations of the event, and the impact of the experience on their views of themselves, their caregiver and the world. Manifestations of traumatic stress will be described, and the underlying effects of toxic stress on brain development will be discussed. Strategies of effectively interacting with traumatized children will be examined.

Length: 1 day

Target Audience: Adults working with children, including educators, daycare providers, social workers, medical and mental health providers, law enforcement, and others





In addition to the complete multi-day trainings described below, components of each training can be provided as individual presentations (1-, 2- or 3-hour presentations).

The Medical Evaluation in Suspected Child Sexual Abuse

This training gives healthcare workers a basic understanding of:

- Child sexual abuse (CSA): victims and offenders
- Myths and realities of CSA
- Normal and abnormal sexualized behavior in children
- Interviewing skills for the first-responding healthcare provider
- The medical exam and testing for sexually transmitted infections
 - Sexual abuse of the prepubertal child
 - Epidemiology, risk factors and possible indicators
 - Anogenital anatomy and variations of normal
 - The abnormal exam: injury, disease, infection
 - Testing for sexually transmitted infections
 - Exam techniques for the prepubertal child
 - Sexual abuse/assault of the adolescent
 - Epidemiology, risk factors and possible indicators
 - Anogenital anatomy and variations of normal
 - The abnormal exam: injury, disease, infection
 - Testing/treatment for sexually transmitted infections
 - Exam techniques for the pubertal child
- Outcomes and mental health treatment strategies
 - Adverse Childhood Experiences studies
 - Evidence-based mental health treatment options
- Secondary traumatic stress (STS)
 - Causes, effects, strategies to reduce STS
- Working with community agencies and organizations
 - Building relationships with investigative agencies and service providers
- Child sexual abuse prevention strategies
 - Prevention programs for children
 - Prevention programs for adults

Participants will gain basic knowledge of and skills regarding the medical aspects of child sexual abuse so that they will be able to conduct medical examinations and interpret laboratory findings. The training will include a discussion of the challenges and opportunities providers may experience as they work in their own community to protect vulnerable children. Following this introductory training, participants will be offered continuing education opportunities in their home country in order to refine skills, build knowledge and become proficient in child sexual abuse evaluations (through webinars and videoconferencing peer review sessions).

Length: 3 days (adjustable to meet host's needs; individual elements of the training may be given in isolation)

Target Audience: Doctors, nurses, medical technicians, counsellors, and other healthcare workers (up to 25 participants)

Basics of Child Physical Abuse for Healthcare Workers

Major topics covered in this training include:

- Definitions of child physical abuse
- Prevalence, risk factors
- Long-term adverse effects of physical abuse
- Forms of physical abuse
- Discipline vs. physical abuse
- Prevention strategies for the healthcare provider

In this training, the varied definitions of child physical abuse will be described and the cultural factors influencing our views will be considered. An overview of physical abuse will be provided, as will a discussion of the most common types of abuse. Common risk factors and indicators will be discussed. The diagnostic evaluation will be described, including appropriate questions to ask the caregiver, approaches to documenting injury, considerations for further testing, and strategies for ruling out possible mimickers of abuse. Participants will engage in a discussion of the differences between physical abuse and discipline involving corporal punishment. Finally, there will be a discussion of ways healthcare professionals can help prevent child physical abuse.

Length: 1.5 days

Target Audience: Healthcare workers who treat children, including doctors, nurses, medical technicians, counsellors and others

Child Trafficking: The Healthcare Worker Response

Major topics covered in this training include:

Prevention programs for adults

- Overview of child sex and labor trafficking
 - Prevalence, risk factors, possible indicators, conditions during exploitation
- Health consequences of child trafficking
 - Adverse effects on physical and mental health
 - Victim contact with healthcare providers
- Trauma-informed care (TIC) of suspected victims
 - Definition, relevance to trafficking victims
 - Components of TIC
 - Safety and trust
 - Interview techniques
- Role of the healthcare provider
 - Exam, testing, treatment, referrals
- Guiding principles for care
 - World Health Organization ethical safety recommendations
- Local context: challenges and opportunities
 - Needs of victims
 - Identifying community partners who provide victim services
 - Working with authorities
- Prevention strategies
 - What the healthcare provider can do to prevent trafficking
- Secondary traumatic stress (STS) of the healthcare provider
 - Causes, effects, strategies to reduce STS

During this training, participants will learn about child trafficking from a public health perspective. Risk factors and possible indicators of child trafficking, as well as appropriate strategies for interacting with suspected victims so as to minimize re-trauma and maximize safety will be discussed. Important elements of the medical evaluation and discuss common referrals for victims will be considered. The local and national response to child trafficking will be examined; challenges faced by healthcare providers will be reviewed; and possible ways to advocate for victims and survivors will be discussed.

Length: 2.5 days (adjustable to meet host's needs)

Target Audience: Doctors, nurses, medical technicians, counsellors, and other healthcare workers (up to 25 participants)

Educator Course Descriptions:

The courses described below are self-contained. An organizer may choose one or more to create training sessions of varying length. If multiple courses are desired, the modules will be adjusted to eliminate overlap and potentially expand on issues of particular interest. ICMEC staff will meet with school organizers to determine specific needs and customize the trainings accordingly.

Overview of Child Abuse and Neglect

Major topics covered in this workshop include:

- Definitions and attributes of neglect and physical, sexual and emotional abuse
- Child sexual abuse: victims and offenders
 - Myths and realities of child sexual abuse
 - Risk factors for victimization, prevalence
 - Characteristics of offenders
 - Grooming techniques used by offenders
- Normal and abnormal sexualized behavior in children
- Interviewing skills for the first responder
 - Goals and limitations
 - Developmental considerations
 - Framing your questions
 - Responding to disclosure of abuse: reporting and referrals
- Outcomes and mental health treatment strategies
 - Adverse Childhood Experiences studies
 - Evidence-based mental health treatment options
- Working with community agencies and creating a network of support before and after an incident
 - Assessing victim needs and community service gaps
 - The multidisciplinary approach
 - Building relationships with investigative agencies and service providers
 - Collaborating with other international school professionals
 - Creating a local or regional network

Participants will learn about the prevalence of child abuse, risk factors, possible indicators of victimization, and characteristics of offenders through case examples and photographs. Common myths about sexual abuse will be discussed. Participants will understand their role as first responders and practice interview techniques through role-play and group discussion.

Short- and long-term adverse consequences of child sexual abuse will be explained, and a brief overview of treatment strategies discussed (this section may be expanded for counselors). Participants will explore ways to identify victim services within their local community, and learn strategies to work with investigators, service providers and other international school colleagues to help protect vulnerable children.

Length: 1 day (adjustable to meet host’s need; can be offered in conjunction with other modules)

Target Audience: Teaching and non-teaching staff, designated child protection leaders, school counselors and medical staff, school leadership including board members, volunteers, and parents

The Effects of Child Abuse and Neglect: A Child's Perspective

Major topics covered in this workshop include:

- Effects of child abuse and neglect from a child's perspective
- Early brain development and toxic stress
- The trauma of intervention
- Trauma-informed care of the abused child

Participants will view child abuse and neglect from the perspective of the child. The child's reactions to experiences of violence, sexual molestation and exploitation, neglect, and abandonment will be considered in the context of their emotional response, their interpretations of the event, and the impact of the experience on their views of themselves, their caregiver and the world. Manifestations of traumatic stress will be described, and the underlying effects of toxic stress on brain development will be discussed. Strategies of effectively interacting with traumatized children will be examined.

Length: 2.5 hours

Target Audience: Teaching staff, counselors, child protection designates and parents

Overview of Sexual Exploitation of Children and Youth

Major topics covered in this workshop include:

- Overview of child sexual exploitation
- Prevalence, risk factors, possible indicators, and interventions
- Handling disclosure
- Health consequences of sexual exploitation
- Adverse effects on physical and mental health
- Trauma-informed care (TIC) of suspected victims
- Definition, relevance to trafficking victims
- Components of TIC
- Safety and trust
- Interview techniques
- Local context: challenges and opportunities
- Needs of victims and community advocacy
- Identifying community partners who provide victim services
- Working with authorities
- Prevention strategies
- Helping children stay safe
- Secondary traumatic stress (STS)
- Causes, effects, strategies to reduce STS

Participants will learn about the various forms of child sexual exploitation, focusing on those most relevant to the local context. Risk factors and possible indicators of child exploitation will be reviewed, as will the spectrum of adverse physical and mental health consequences. Participants will learn appropriate strategies for interacting with suspected victims to minimize re-trauma and maximize safety. Common physical, social, emotional, and legal needs of victims will be discussed and participants will examine the local and national response to child sexual exploitation. Finally, participants will discuss support for victims and wider community.

Length: .5-1 day (adjustable to meet host's needs; can be offered in conjunction with other modules)

Target Audience: School leadership, teaching staff, curriculum coordinators, counselors, child protection designates, and school medical staff

Responding to Youth Produced Sexual Imagery (Sexting) and Sexual Exploitation Online

Major topics covered in this module include:

- Overview of definitions and special considerations
- Prevalence, risk factors, possible indicators, and interventions
- Avoiding criminalization of children
- Handling incidents
- Handling initial disclosure
- Assessing risks -- the principle of proportionality
- Informing parents
- Reporting to law enforcement or service providers
- Needs of victims and community advocacy
- Adverse effects on physical and mental health
- Educating young people
- What should we teach?
- What resources are available?
- Identifying community partners who provide victim services
- Working with authorities

Participants will understand various types of online risks and the implications of shared sexual imagery as safeguarding concerns. Participants will learn appropriate strategies for interacting with victims to minimize trauma and maximize safety. Understanding of procedures that protect the child victims and assessing harm will be strengthened. Guidelines for assessing risk and severity without viewing the images will increase confidence of staff when confronted with disclosure.

Length: 2 hours (adjustable to meet host's needs; can be offered in conjunction with other modules)

Target Audience: Teaching staff and volunteers working with children and youth, school leaders, counselors, and designated child protection leaders



Talking to the Child Victim of Sexual Abuse: The Role of the First Responder

Major topics covered in this workshop include:

- Overview of child sexual abuse: victims and offenders
- The disclosure of abuse
- Types of disclosure
- Process of disclosure
- Delays in disclosure
- Recantation of a disclosure
- False allegations of abuse
- Developmental considerations regarding disclosure
- First responder vs. forensic interviewer
- Goals of first responder interview
- Techniques for interviewing children
- Common errors in the interview

After a brief overview of child sexual abuse, this training will focus on the process of disclosing abuse and techniques to help the adult hearing the disclosure respond appropriately. The differences between the questions asked by a first responder and those asked by a trained forensic interviewer will be discussed. Common helpful techniques for talking with children will be described, and common errors reviewed.

Length: .5 day (adjustable to meet host's needs; can be offered in conjunction with other modules)

Target Audience: All staff and volunteers working with children or youth, school leadership and designated child protection leaders

Basics of Child Physical Abuse

Major topics covered in this workshop include:

- Definitions of child physical abuse including cultural considerations and variations in national laws
- Prevalence, risk factors
- Long-term adverse effects of physical abuse
- Forms of physical abuse (bruising, burns, broken bones, etc)
- Discipline vs. physical abuse
- Talking to children about suspected abuse
- Talking to parents about suspected abuse
- Prevention strategies for school staff
- Reporting obligations, safety resources and prevention strategies

Through presentation of photographs, case examples and interactive exercises, participants will become familiar with the definition of physical abuse, and common cultural factors at play. They will be able to identify factors that may render children vulnerable to abuse, and recognize possible indicators of abuse. They will increase their understanding of differences between physical abuse and discipline involving corporal punishment, and learn skills that may be useful when talking to parents and other caregivers about cultural differences in discipline. Strategies for talking with children about suspected inflicted injury will be discussed and participants will engage in role play and large group discussions. We will review reporting practices, and discuss ways school staff can help keep children safe from abuse.

Length: .5 day (can be shortened to 2 hours by limiting role-play and group discussions)

Target Audience: Teaching and non-teaching staff, designated child protection leaders, school counselors and medical staff, school leadership including board members, volunteers and parents

Creating a Trauma-Informed School: recovering from an incident or crisis

Major topics covered in this workshop include:

- Overview of childhood traumatic stress
- Definitions
- Adverse childhood experiences research
- Impact of trauma on children and families
- Common age-related manifestations of traumatic stress
- Sexualized behavior
- Components of a trauma-informed system of care
- Screens for trauma
- Uses evidence-based tools and treatment modalities
- Makes resources available
- Strengthens resilience and protective factors
- Values continuity of care and collaboration
- Addresses secondary traumatic stress affecting staff
- Critical elements of trauma-informed system of care
- Safety
- Child/family needs
- Well-being and resilience
- Collaboration
- Challenges to creating a trauma-informed system of care
- Common challenges and opportunities
- Local challenges and opportunities
- Strategies for creating a trauma-informed system of care
- Planning first and next steps
- Early brain development and the impact of trauma on children
- Concepts of early brain development
- Toxic stress and brain development
- Fear-conditioning
- Caregiver strategies to help the traumatized child
- Trauma screening and assessment
- Definitions and differences
- Post-traumatic stress disorder
- Strategies for screening and assessment
- Challenges
- Tools for screening and assessment

In this workshop, participants will learn how childhood trauma can lead to psychological, social, behavioral, and physical problems immediately and later in life. The concept of child traumatic stress will be discussed, including its manifestations and impact on the child and family. The importance of a trauma-informed approach will be discussed and essential components of a trauma-informed system of care described.

Length: 1 day

Target Audience: Adults working with traumatized children, staff, volunteers and community members following an incident or crisis (natural disaster, security crisis or abuse disclosure)

Child Abuse and Neglect of Children with Disabilities or Special Needs

Major topics covered in this workshop include:

- Definitions of “disability,” “medically fragile child” and “child neglect”
- Child abuse and neglect, and the disabled child
- Prevalence, risk factors for abuse/neglect
- Traumatic stress and the disabled child
- Possible indicators of abuse/neglect
- Prevention strategies

In this workshop, participants will learn how and why children with disabilities are at increased risk for child abuse and neglect. They will understand how such maltreatment may lead to signs of traumatic stress, and learn to identify possible indicators of abuse/neglect. Finally, they will learn about ways adult caregivers and child-serving professionals can help minimize the risk of child abuse and neglect of the disabled child.

Length: 1 hour

Target Audience: Caregivers of disabled children and other adults working with special needs children including teaching and non-teaching staff, aids, volunteers, and school counselors.



GLOBAL MISSING CHILDREN'S CENTER

Every day, all around the world, children go missing. While many will return on their own, for those who do not we know that the longer they are missing, the more vulnerable they become. Our Global Missing Children's Center aims to protect children around the world from going missing or being abducted by providing resources for governments, law enforcement, non-governmental organizations, and families on prevention, as well as the appropriate actions to take in the event a child does go missing.





CAROLINE HUMER

DIRECTOR, GLOBAL MISSING CHILDREN'S CENTER

Caroline Humer is the Director of the Global Missing Children's Center where she coordinates an international effort to develop and strengthen national missing children policies and infrastructures; works with local, national, regional, and international law enforcement agencies and non-governmental organizations to harmonize the collection of data and statistics on missing children; and conducts research on missing children policy and legislation around the world.

Through the Global Missing Children's Center, Caroline manages the Global Missing Children's Network (GMCN), a resource that uses technology to disseminate photographs of and information about missing children. The technology feeds into a central, multilingual database featuring information about and photographs of missing children. The GMCN is a network currently comprised of 24 countries represented by law enforcement and non-governmental organizations.

Since 2009, Caroline has brought together GMCN member countries to commemorate International Missing Children's Day (May 25) as a global event. The day helps bring awareness to the issue of missing children and provides support to family, friends, and loved ones. Currently, International Missing Children's Day is commemorated on four continents and has aided in the safe return of children.

Caroline also renders technical assistance to countries interested in establishing – or strengthening – emergency child alert programs. She has participated in various expert meetings and conferences to help build awareness on alert programs and further address the issue of missing children.

Caroline previously worked as a Senior Analyst in the Exploited Child Division (ECD) at the National Center for Missing & Exploited Children (NCMEC). As a Senior Analyst in ECD, she was responsible for investigating reports of child sexual exploitation received through NCMEC's CyberTipline. She also coordinated information sharing with law enforcement agencies around the world.

First Responders Training: Missing Children

Major topics covered in this training include:

- Policy and procedures development and legislative overview
- Missing children investigations
- Child abductions: a behavioral perspective
- Child sexual exploitation of vulnerable children
- Emergency response: searching for missing children
- Rapid emergency child alert systems: history and overview
- Working with media

During this training, participants will gain an understanding of the global and regional scope of the missing children issue; the importance of laws, policies and procedures; the basic search mechanisms; the link to child sexual exploitation; the various ways of engaging the public in the search for a missing child; and how to work with media to help recover a missing child.

Length: 3 days

Target Audience: Law enforcement, prosecutors, and non-governmental organizations working on missing children issues

In conjunction with the First Responders Training, the following add-on workshops are available:

Runaways and Children Missing From Care

Major topics covered in this workshop include:

- Overview of missing children issues
- Risks and challenges of runaway investigations
- Children missing from care
- Risk assessment procedures
- Working with social services and other stakeholders
- Return interview process

This workshop will provide law enforcement and social workers a better understanding of the risks and challenges involved with cases involving runaways and children missing from care; the need to conduct a risk assessment for each case; how to work together in the best interests of the child; and how to conduct an interview with the child once recovered.

Length: 1 day (adjustable based on host's needs)

Target Audience: Law enforcement and social workers

Long-Term Missing Investigations

Major topics covered in this workshop include:

- Scope and scale of missing children
- Importance of long-term missing investigations
- Forensic analysis
- Age progression technology
- Working with the family

This training provides an overview of the challenges involved in long-term missing children investigations; the advances in forensic technology; the use of age progression; and how to work with families of missing children over the course of an investigation.

Length: 1.5 days (adjustable to meet host's needs)

Target Audience: Law enforcement, non-governmental organizations and social workers/family liaisons



Family Advocacy, Awareness and Prevention

Major topics covered in this workshop include:

- Overview of missing children issues
- Effect on the family where a child is missing
- How to build awareness of the issue of missing children
- Prevention mechanisms

This workshop focuses on the psychological impact a missing child has on a family, as well as how to talk to children and parents about prevention. It also provides examples of successful awareness campaigns related to the issue.

Length: .5 day

Target Audience: Social workers, non-governmental organizations

For Policymakers

Model Missing Child Framework

Major topics covered in this workshop include:

- Definition of a “missing child”
- Creation of internal policies
- Working with stakeholders
- Building awareness and support
- Creation of a case management system

This workshop introduces participants to ICMEC’s 12-point *Model Missing Child Framework*, which provides guidelines for policies and standards in response to missing and abducted children cases. This workshop will provide an opportunity for the participants to draft their own strategy on how to implement appropriate responses for their organizations.

Length: 1 day

Target Audience: Law enforcement, non-governmental organizations and government ministries

Hague Convention and Parental Abduction

Major topics covered in this workshop include:

- Overview of missing children issues
- Understanding the 1980 Hague Convention on the Civil Aspect of International Child Abduction
- Civil vs. criminal options
- Law enforcement response to parental child abduction
- Role of the Central Authority
- Resources for judges, law enforcement, and families

This workshop provides a basic understanding of the 1980 Hague Convention; the role of the Central Authority; the risks and challenges involved with cases of parental child abduction; possible recourse (civil and criminal) for the left-behind parent; and available resources to help judges, lawyers, law enforcement and families.

Length: 1 day (adjustable to meet host's needs)

Target Audience: Law enforcement, prosecutors, private lawyers, judges, and mediators

Roundtable on the Development of a Rapid Emergency Child Alert System

Major topics covered in this roundtable include:

- Overview of ICMEC's Global Missing Children's Network
- What is an emergency alert system?
- Criteria for alerts
- Photo distribution vs. alerts
- Importance of preparedness
- Protocols and procedures for issuing alerts

This roundtable provides an overview of the various emergency child alert systems in place around the world, and outlines the goals of and challenges related to such systems. Key stakeholders - including first responders and policymakers - will discuss the steps needed to launch such a system locally. Using global best practices as a guide, participants will be divided into groups to discuss the different elements of rapid emergency child alert systems, such as alert criteria, distribution mechanisms, alert system structure, and related policies.

Length: 2 days (adjustable to meet host's needs)

Target audience: Law enforcement, non-governmental organizations, policymakers, media, and distribution partners



LAW ENFORCEMENT TRAINING

Building global capacity to keep children safer from harm.

A society cannot protect its children without an adequate number of law enforcement professionals who are properly





GUILLERMO GALARZA

DIRECTOR, LAW ENFORCEMENT TRAINING & TECHNOLOGY

Guillermo Galarza is the Director of Law Enforcement Training & Technology at ICMEC. In this position, Guillermo is responsible for the law enforcement training programs and child safety technology platforms offered to law enforcement around the world.

Guillermo manages the international law enforcement training course initiative focusing on investigating computer-facilitated crimes against children. The training course provides law enforcement agencies around the world with the tools and techniques needed to effectively investigate Internet-related child sexual exploitation cases. Since 2003, Guillermo has coordinated trainings for more than 9,000 law enforcement officers, investigators, prosecutors and other specialist from over 115 countries. He also oversees law enforcement technology tools and advancement programs designed by industry and law enforcement to protect children online.

Guillermo started his career in 1996 at the National Center for Missing & Exploited Children as an International Resource Coordinator, managing more than 100 cases per month involving international child abduction to Latin America. He utilized his case management skills to pursue missing children leads and to work with local, state, and federal law enforcement agencies to locate abducted children.

Computer-Facilitated Crimes Against Children: Essentials of Understanding Online Child Sexual Exploitation

Major topics covered in this training include:

- Overview of technology-facilitated exploitation of children
 - Online child sex offenders
 - The global perspective: a law enforcement approach
- Child victim identification
 - Law enforcement tools available to identify online child victims
 - Industry and law enforcement approach
 - Reporting mechanisms
- Online investigations
 - Developing capacity
 - Locating online child predators
 - Coordinating international operations
 - Building online, arrest, and evidence teams
- Understanding the offender
 - Psychological overview of the offender
 - Interviewing the offender
 - Community advocacy for victims/survivors
- Terminology
 - Grooming
 - Sexting/sexortion
 - Child pornography
 - Other offenses
- First responders checklist
 - Victim approach
 - Collecting evidence
 - Sentencing guidelines

This training provides a basic overview of online child exploitation, as well as an introduction to basic investigative techniques. Participants will learn about the various forms of online child exploitation, and the international challenges for law enforcement to investigate such cases. Participants will gain an understanding of the advances in technology and reporting mechanisms to investigate online child exploitation, as well as an introduction to the legal issues surrounding online child exploitation investigations.

Length: 2-3 days (adjustable to suit host's needs)

Target Audience: Investigators, prosecutors, social workers and other first responders



Investigating Online Child Sexual Exploitation

Major topics covered in this training include:

- Investigating online ads
 - Methods used by offenders to exploit children using online ads
 - Online Profiles
 - Establishing the undercover identity
- Undercover investigations
 - Undercover chat guidelines
 - E-mail
 - Screen names
 - Undercover chat guidelines
 - Setting up undercover operations
- Technical aspects of the investigation
 - Configuration such IP addresses, ports, domains & NetStat and IP
 - NAT (Routers)
 - Setting up undercover operations
 - Wireless – WiFi, Cellular & Satellite/The Onion Router (TOR)
 - E-mail investigations
 - Tools & resources (domain tools & geolocation)
- Investigating social networking sites
- Digital Forensics
 -
 - Finding and extracting key information from a computer
 - Image/video categorization
 - Search engine, cloud storage, encryption
- Prosecuting the offender
 - Child pornography offenses
 - Digital evidence
 - Common defenses
 - Sentencing guidelines

This training will cover both proactive and reactive investigations, and will provide an overview of methods used by offenders seeking to exploit children. Participants will gain a better understanding of how to conduct online investigations using forensic and open source solutions.

Length: 3 days

Target Audience: Cybercrime investigators, forensic investigators/specialists, prosecutors, and other online child protection investigators with previous knowledge and understanding of computer investigations and some forensics experience



Technology Tools to Combat Online Child Sexual Exploitation

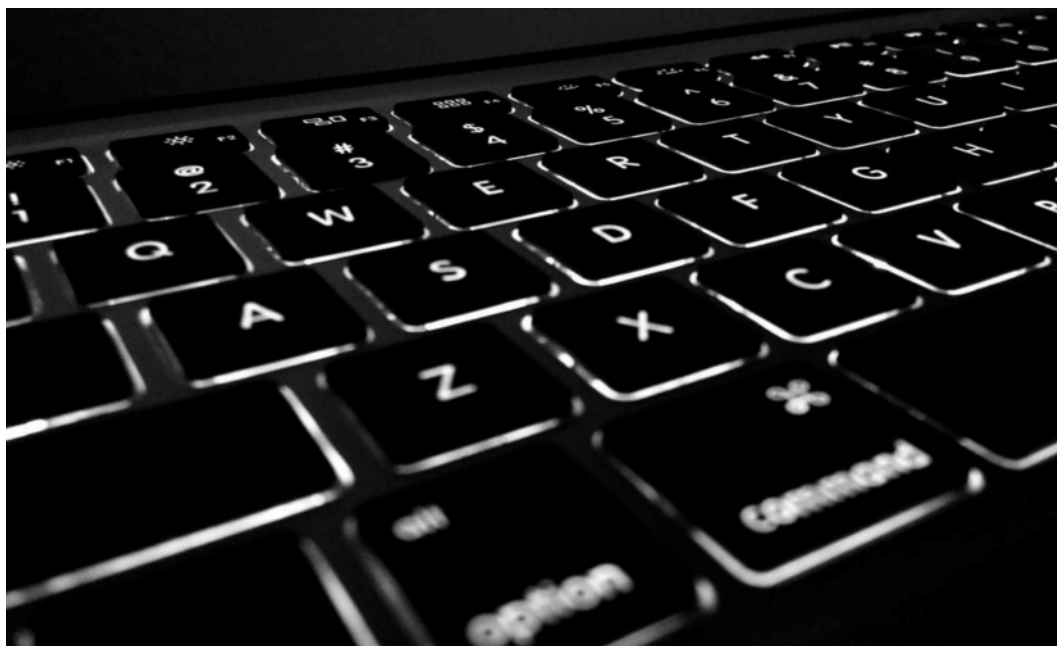
Major topics covered in this training include:

- Overview
 - Scope of child pornography
 - TCP/IP networks
 - IP tracing and lookups
 - Forensic previews software and hardware
- TCP/IP networking and tracing
 - Geolocating an IP address
 - Looking up ISP information
 - Identifying internet subscribers
- P2P File sharing networks
 - File hashing
 - Client hash value
 - Keyword and hash searching
 - File sharing
- ICACCOPS.com
 - Installation and demonstration
 - Recently seen offenders and types of records
 - Interviewing the offender
 - Community advocacy for victims/survivors
- Prosecuting the offender
 - Child pornography offenses
 - Digital evidence
 - Common defenses
 - Sentencing guidelines

This is a hands-on training focused on the tools, technologies and techniques used to: (1) conduct file sharing investigations, (2) share data and information between and among law enforcement agencies, and (3) identify victims. The goal of this training is to bring victim identification to the forefront of the investigation, while using available technology tools to reduce investigative workload.

Length: 4 days

Target Audience: Local, state, and national/federal investigators, and police officers with primary responsibility for conducting forensic examinations in the office or in the field and who have experience conducting online child sexual exploitation investigations.



Understanding Advanced Technology Tools: Section I

Major topics covered in this workshop include:

- Registration for Hubstream’s Project VIC Cloud Service
- Installation, configuration, and mechanics of Hubstream Agent to access the Cloud Service
- Installation and setup of Griffeye Analyze DI
- Database management, importing and exporting hashes
- Griffeye.com registration
- How to create a case, open an existing case, save and close cases
- General user interface and tool navigation

This workshop will provide an introduction to Project VIC, an image and video hash sharing initiative designed to speed the identification of child victims and simultaneously achieve investigative efficiencies. Participants will gain knowledge of such state-of-the-art technologies as Photo DNA, F1 Video Fingerprinting Technology, and Griffeye Analyze DI.

Length: 1 day (adjustable to suit host's needs)

Target Audience: Computer forensic examiners and child exploitation investigators with an intermediate technical background

Understanding Advanced Technology Tools: Section II

Major topics covered in this workshop include:

- General user interface and navigation though Griffeye Analyze DI
- Graphic user interface
- Image and video review workflows
- Victim identification techniques
- Technology advancements
- Closing and exporting cases

This workshop builds on skills acquired in Section I, Understanding Advanced Technology Tools. The training will thoroughly examine the Graphic User Interface and functionality of various technology tools. Participants will be introduced to some of the newest features such as “Analyze Relations.” Finally, participants will be introduced to functionalities and workflows to assist in victim identification.

Length: 1-2 days (adjustable to suit host's needs)

Target Audience: Computer forensic examiners and child exploitation investigators with an intermediate technical background

Computer-Facilitated Crimes Against Children Training for Prosecutors

Major topics covered in this training include:

- The global perspective and the legal challenges
 - Prosecuting International cases
- Overview of technology-facilitated crimes against children: a prosecutor's perspective
 - Legislation
 - Identifying the targets
 - Overlap: investigator-prosecutor team
 - Considerations with proactive undercover investigations
- Legal issues in technology-facilitated crimes against children cases
 - Overview of prosecution of child exploitation offenses
 - Point of evidence in a computer
 - Child pornography offenses
 - Traveling sex offenses
 - Trial issues
 - Common defenses
 - Sentencing issues
- Prosecuting technology-facilitated crimes against children cases
 - Common mistakes
 - Sentencing and understanding the harm caused by offenders

This training will provide prosecutors and magistrates with an overview of, and the challenges associated with, prosecuting online child exploitation cases. Discussions will include understanding digital evidence, interviewing techniques, and sentencing guidelines.

Length: 1 day

Target Audience: Investigators, prosecutors, magistrates

Train the Trainer

Major topics covered in this training include:

- Overview of online child sexual exploitation (CSE)
- Managing the law enforcement response to online CSE
- Online investigative methodologies
- User manuals and “how-to” guides
- Formalized training curriculum
- Choosing instructors
- Practical validation exercises
- Training assessments

This training will enable participants to develop and deliver courses related to conducting online CSE investigations.

Length: 4 days

Target Audience: Experienced law enforcement instructors



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