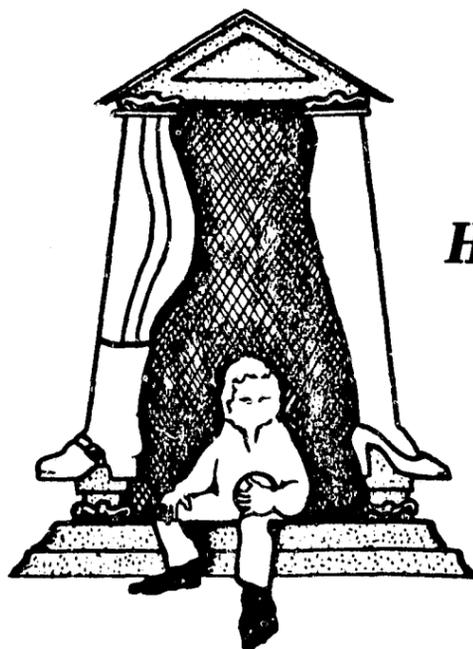


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CHILD SEXUAL ABUSE CASE HANDLING in KENTUCKY

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TABLE OF CONTENTS

	<u>Page</u>
FOREWORD	vii
SECTION 1: INTRODUCTION	1
Background Statement	1
Level of Participation in Kentucky	3
Selected Characteristics of the Study Sample	4
Focus and Format of the Report	11
Special Considerations	13
SECTION 2: THE NATURE OF CHILD SEXUAL ABUSE CASES	15
Type Case by Relationship of the Offender	15
Position of Workers by Type Case: Relationship of Offender	15
Sex of Workers by Type Case: Relationship of Offender	19
Age of Workers by Type Case: Relationship of Offender	21
Type Case by Duration of Relationship	25
Position of Workers by Type Case: Duration of Relationship	25
Sex of Workers by Type Case: Duration of Relationship	28
Age of Workers by Type Case: Duration of Relationship	31
Type Case by Extent of Contact	33
Position of Workers by Type Case: Extent of Contact	34
Sex of Workers by Type Case: Extent of Contact ..	38
Age of Workers by Type Case: Extent of Contact ..	40
Age of Sexually Abused Children	42
Position of Workers by Age of Sexually Abused Children Encountered	43
Sex of Workers by Age of Sexually Abused Children Encountered	45
Age of Workers by Age of Sexually Abused Children Encountered	46
Summary of Major Findings	48
SECTION 3: CASE HANDLING IN CHILD SEXUAL ABUSE CASES	51
Broad Tasks Performed in Working with Sexual Abuse Cases	51
Position of Workers by Broad Tasks Performed	54
Sex of Workers by Broad Tasks Performed	56

	<u>Page</u>
Age of Workers by Broad Tasks Performed	56
Workers' Perception of Responsibility for Task Performance	56
Position of Workers by Perception of Task Responsibility	59
Sex of Workers by Perception of Task Responsibility	61
Age of Workers by Perception of Task Responsibility	61
Training Needs of Workers in Broad Tasks	65
Position of Workers by Training Needs in Broad Tasks Areas	65
Sex of Workers by Training Needs in Broad Tasks Areas	67
Age of Workers by Training Needs in Broad Tasks Areas	67
The Influence of Training on the Perception of Task Responsibility	70
Position of Workers by the Readiness to Perform Tasks	72
Sex of Workers by the Readiness to Perform Tasks.	75
Age of Workers by the Readiness to Perform Tasks.	75
Summary of Major Findings	77
 SECTION 4: SPECIFIC TREATMENT TASKS PERFORMED IN WORKING WITH THE CHILD	 85
Specific Treatment Tasks Performed in Working with the Child	85
Position of Workers by Specific Tasks Performed .	87
Sex of Workers by Specific Tasks Performed	91
Age of Workers by Specific Tasks Performed	92
Task Related Training Needs for Working with the Sexually Abused Child	94
Position of Workers by Task Related Training Needs	99
Sex of Workers by Task Related Training Needs ...	104
Age of Workers by Task Related Training Needs ...	105
Summary of Major Findings	111
 SECTION 5: SPECIFIC TREATMENT TASKS AND RELATED TRAINING NEEDS IN WORKING WITH THE OFFENDING PARENT/ SUBSTITUTE	 115
Specific Treatment Tasks Performed in Working with the Offending Parent/Substitute	115
Position of Workers by Specific Tasks Performed .	118
Sex of Workers by Specific Tasks Performed	122
Age of Workers by Specific Tasks Performed	124

	<u>Page</u>
Task Related Training Needs for Working with the Offending Parent/Substitute	124
Position of Workers by Task Related Training Needs	128
Sex of Workers by Task Related Training Needs ...	132
Age of Workers by Task Related Training Needs ...	132
Summary of Major Findings	135
 SECTION 6: SPECIFIC TREATMENT TASKS AND RELATED TRAINING NEEDS IN WORKING WITH THE UNINVOLVED SPOUSE ..	 139
Specific Treatment Tasks in Working with the Spouse	139
Position of Workers by Specific Tasks Performed	141
Sex of Workers by Specific Tasks Performed	145
Age of Workers by Specific Tasks Performed	145
Task Related Training Needs for Working with the Uninvolved Spouse	148
Position of Workers by Task Related Training Needs	151
Sex of Workers by Task Related Training Needs ...	157
Age of Workers by Task Related Training Needs ...	161
Summary of Major Findings	164
 SECTION 7: REFLECTIONS ON THE FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS	 167
Introduction	167
Summary of Major Findings	168
The Nature of Child Sexual Abuse Cases	168
Case Handling in Child Sexual Abuse Cases	170
Specific Treatment Tasks and Related Training Needs in Working with the Sexually Abused Child	173
Specific Treatment Tasks and Related Training Needs in Working with the Offending Parent/ Substitute	174
Specific Treatment Tasks and Related Training Needs in Working with the "Uninvolved" Spouse .	174
Conclusions	176
Recommendations	177

FOREWORD

During the Fall of 1977, the Regional Institute of Social Welfare Research, Inc. (RISWR) applied a systematic approach to the study of child sexual abuse case handling throughout the 8 Southeastern states upon request of its advisory committee of public officials that this topic be given top priority. A survey of public agency handling of child sexual abuse cases was carried out as part of a larger study of public agency child protective service (CPS) worker/supervisor roles.

Mailed-out questionnaires were sent to staff responsible for CPS in every county in 7 of the 8 states in Region IV-DHEW-- Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. A sample of a third of the counties was utilized in Alabama.

This procedure yielded a return rate of well over eighty percent of the counties within the region, with the percent of returns ranging from a low of 67.0 percent to a high of 100.0 percent.

Throughout the region, data were collected from 1,045 workers having direct experience in handling child sexual abuse cases. In addition to preparing a regional report, RISWR is also providing individual state reports. This report presents findings from the State of Kentucky.

Participation in the sexual abuse survey is represented by 86.7 percent of all of the State's counties. The study sample

included 194 respondents who have had direct experience in working with child sexual abuse cases.

It is not often that an effort involving mailed-out questionnaires results in such a high rate of returns. We must credit a great deal of this success to Lynn C. McCarthy, State CPS Specialist and Max G. Jackson, Director, Division for Field Services in Kentucky who endorsed the undertaking and encouraged county level participation, and to county level personnel who swiftly cooperated with our requests.

Thanks are due to Jane Simmons for the efficient and expedient manner in which she computer processed the data.

Special acknowledgements are due to Virginia Vaughn for the many hours spent in duplicating, collating and binding the final product.

Finally, thanks are due to Christine Bennett who, in the end, made it all a realization. Special recognition is due to her for her efficiency in typing drafts and her keen perception of my errors during her usual superb job of preparing the final product.

Our most sincere hope is that these individual state reports will serve as an assist to states in their determining where they are and where they may need to go in terms of serving sexually abused children and their families.

Clara L. Johnson
March, 1979

SECTION I

INTRODUCTION

Background Statement

Sexual abuse of children is an historical part of some cultures; however, it has only been within very recent years that such abuse of children has received the kind of attention that demands organized social and official action. Even so, the subject is a touchy one; the handling and treatment of which must be approached with great sensitivity.

While sexual abuse of children has not existed unknown to public social agencies, the increase in cases reported and the demands on the expertise of personnel toward the goal of "treating" the whole family have caused agencies a great deal of concern. It was in response to such expressed concerns that a regionwide study of child sexual abuse was conducted.

During the Fall of 1977, the Regional Institute of Social Welfare Research, Inc. (RISWR) applied a systematic approach to the study of child sexual abuse throughout the eight (8) Southeastern states upon request of its advisory committee of public officials that this topic be given top priority. A survey of public agency handling of child sexual abuse cases was carried out as part of a larger study of public agency child protective service (CPS) worker/supervisor roles.

Objectives -- The general objectives of the survey were: (1) to determine the nature of sexual abuse cases handled by public

agency CPS workers, (2) to determine the nature of tasks performed and task related training needs, and (3) to determine the extent to which CPS workers feel qualified and/or responsible for the delivery of services.

Sampling and Data Collection Procedures -- The proposed sampling design of the larger study involved the collection of data via mailed-out questionnaires from staff responsible for CPS in every county in each of the eight states in Region IV-DHEW-- Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The population of workers rather than a probability sample was decided on for two major reasons; namely, it was both feasible and efficient. The regionwide study was carried out in conjunction with a survey of local CPS programs and services which was conducted for the purpose of developing a comprehensive directory of such resources within the region.

A discrete CPS unit in each county was defined as a maximum of six (6) workers and one (1) supervisor. Since responsibility for CPS in Florida was shared by a single intake and protective supervision staff, data were needed from both. Procedurally, therefore, questionnaires for single intake and protective supervision staff were sent to the District Administrators who were responsible for their distribution to the counties within their district.

District Administrators in Florida, District Managers in Kentucky, and County Directors in the other states were instructed

to select one unit for the purposes of the study if a given county had more than one unit.

This procedure yielded a return rate of well over eighty percent of the counties within the region, with the percent returns ranging from a low of 67.0 percent to a high of 100.0 percent.

In relation to respondents for the sexual abuse study, county personnel were given some leeway in the determination of participants. Realizing the detailness and the length of the questionnaires for the larger study, County Directors were informed that, in order not to overwork the supervisor and workers requested to complete the schedule regarding CPS roles and responsibilities, they might elect to distribute the sexual abuse questionnaires to other workers having CPS responsibilities.

Throughout the region, data were collected from 1,045 workers having direct experience in handling child sexual abuse cases. In addition to preparing a regional report, RISWR is also providing individual state reports. This report presents findings from Kentucky.

Level of Participation in Kentucky

For the study of CPS worker/supervisor roles, workers and/or supervisors from all of the counties in Kentucky returned questionnaires. Participation in the sexual abuse study was not at 100.0 percent. Workers and/or supervisor from 104 or 86.7 percent of the counties returned the questionnaire. We received no

response to the sexual abuse survey or late response from the following Counties:

- Ballard
- Franklin
- Lawrence
- Laurel
- Lee
- Lewis
- Lincoln
- Owen
- Owsley
- Robertson
- Russell
- Scott
- Shelby
- Spencer
- Trigg
- Whitley

Selected Characteristics of the Study Sample

The study sample included 194 respondents who have had direct experience in working with child sexual abuse cases; 38 respondents who have not had such experience also completed the questionnaire. Of the experienced workers, 158 or 81.4 percent participated in the larger study by completing Schedule A or B; 8 or 4.1 percent did not participate in the larger study; and 28 or 14.4 percent did not indicate whether or not they participated. A higher percent of the inexperienced workers indicated they participated in the larger study; 33 or 86.8 percent participated; 1 or 2.6 did not; and 4 or 10.5 percent did not respond.

According to Table 1-1, which details respondents' position by experience with sexual abuse cases, general caseworkers with some CPS responsibilities accounted for the single largest group of workers while intake/investigation workers accounted for the smallest group. Supervisors represented 5 or 13.2 percent of the inexperienced* group. Just under three-fourths were general case-

*Throughout the report, experienced/inexperienced applies only in the sense of having worked with child sexual abuse cases.

workers, slightly more than ten percent were CPS caseworkers, and 2.6 percent were intake/investigation workers. Among the experienced workers (N=194), slightly less than ten percent were supervisors, about eight percent intake/investigation staff, 22.8 percent CPS caseworkers, and just under sixty percent general caseworkers.

Table 1-1
WORKERS' POSITION BY EXPERIENCE

Position	No Experience w/Sexual Abuse Cases		Experience w/Sexual Abuse Cases	
	No.	%	No.	%
Supervisor of Intake or Caseworkers or Both	5	13.2	18	9.3
Intake/Investigation Worker with or without Casework Responsibilities	1	2.6	16	8.3
CPS Caseworker	4	10.5	44	22.8
Caseworker (general case-load) and/or with CPS Responsibilities	28	73.7	115	59.6
Totals	38	100.0	193	100.0

NR=1 or 0.5

Workers having experienced sexual abuse cases were more likely to be female, approximately three-fourths to a fourth male. A similar pattern was found in the sex distribution among inexperienced workers. Just at 29.0 percent were male and 71.4 percent female. See Table 1-2.

Table 1-2

SEX OF WORKERS BY EXPERIENCE

Sex	No Experience w/Sexual Abuse Cases		Experience w/Sexual Abuse Cases	
	No.	%	No.	%
Male	10	28.6	48	25.3
Female	25	71.4	142	74.7
Totals	35	100.0	190	100.0

NR=3 or 7.9%

NR=4 or 2.1%

Near sixty percent of the respondents were under the age of thirty, with a slightly higher percent of the experienced workers being in this age category. Just under sixty percent of the experienced workers (N=193) compared to slightly more than fifty percent of the inexperienced workers (N=38) were under thirty. Slightly more than ten percent of the inexperienced workers and 16.1 percent of the experienced were age forty or above. See Table 1-3.

Table 1-3

AGE OF WORKERS BY EXPERIENCE

Age	No Experience w/Sexual Abuse Cases		Experience w/Sexual Abuse Cases	
	No.	%	No.	%
< 30	20	52.6	112	58.0
30 < 40	14	36.8	50	25.9
40 +	4	10.5	31	16.1
Totals	38	100.0	193	100.0

NR=1 or 0.5%

How workers handle cases is determined, in part, by their perception of the nature of the problem. For this reason, workers were asked whether or not they thought that in some "cultural" groups incestuous relationships are accepted and considered "normal" behavior. Just under three-fourths of the respondents thought so. See Table 1-4.

According to Table 1-4, there were some slight differences although not significant in workers' perception by position, sex, and age for experienced and inexperienced workers. In general, a higher percent of experienced workers than inexperienced workers perceived incest in some groups as accepted and normal behavior, a lower percent of CPS caseworkers than other workers, a lower percent of males than females, and a lower percent of the under thirty than the other age groups.

Noting the referenced table, over eighty percent of the supervisors (N=16) and intake staff (N=16) compared to 70.5 percent of the CPS caseworkers (N=44) and 74.3 percent of the general caseworkers (N=113) in the groups of experienced workers indicated they thought incest was accepted and considered "normal" behavior in some "cultural" groups. About three-fourths of the experienced females (N=138) in comparison to 72.9 percent of the males (N=48) thought so. In relation to perception of the perceived normalcy of incestuous relationships by experienced workers' age, 79.3 percent of the forty and above (N=29), 79.6 percent of those thirty to less than forty (N=49), and 72.1 percent of the under thirty (N=111) thought such relationships

Table 1-4

WORKERS' PERCEPTION OF INCEST

Incest considered "normal" in some "cultural" groups?	Experienced Workers		Inexperienced Workers		Total					
	No.	%	No.	%	No.	%				
Yes	24	63.2	142	75.1	166					
No	14	36.8	47	24.9	61					
Totals	38	100.0	189	100.0	227					
Position of Workers										
Incest considered "normal" in some "cultural" groups?	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)			
	No.	%	No.	%	No.	%	No.	%		
Yes	13	81.3	14	87.5	31	70.5	84	74.3		
	3	60.0	1	100.0	4	100.0	16	57.1		
No	3	18.8	2	12.5	13	29.5	29	25.7		
	2	40.0	0	-----	0	-----	12	42.9		
Totals	16	8.5	16	8.5	44	23.3	113	59.8		
	5	13.2	1	2.6	4	10.5	28	73.7		
Sex of Worker										
Incest considered "normal" in some "cultural" groups?	Male		Female		<30		30<40		40+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	35	72.9	104	75.4	80	72.1	39	79.6	23	79.3
	5	50.0	16	64.0	14	70.0	8	57.1	2	50.0
No	13	27.1	34	24.6	31	27.9	10	20.4	6	20.7
	5	50.0	9	36.0	6	30.0	6	42.9	2	50.0
Totals	48	25.8	138	74.2	111	58.7	49	25.9	29	15.3
	10	28.6	25	71.4	20	52.6	14	36.8	4	10.5

Top numbers and percentages refer to experienced workers,
the bottom to the inexperienced.

were accepted and considered normal in some groups. The percentage distributions for the inexperienced workers are also shown in Table 1-4.

To attempt a further determination of workers' perception of working with incest cases, workers were asked to give their general view of the nature of the State's (child protective services) intervention in such families. While near three-fourths of the respondents felt some "cultural" groups accepted and considered incestuous relationships to be normal, just under two-thirds of the experienced workers (N=176) and 59.4 percent of the inexperienced (N=32) felt that such cases should be handled as any other sexual abuse case. See Table 1-5.

Again, some slight differences were noted in workers' perception of general case handling by position, sex, and age for experienced and inexperienced workers, as shown in Table 1-5.

Intake/investigation workers were the most likely of the positional groups among the experienced workers to perceive incest as being accepted and accorded normalcy, and the least likely to think such cases should be handled as any other sexual abuse case. Over three-fourths of the supervisors (N=17), 46.7 percent of the intake staff (N=15), 59.0 percent of the CPS caseworkers (N=39), and two-thirds of the general caseworkers viewed the handling of incest cases in this manner. There were no notable difference in the perception of such cases by sex and age of the workers. The distribution for the inexperienced workers is also presented in Table 1-5.

Table 1-5

WORKERS' PERCEPTION OF THE NATURE OF STATE
INTERVENTION IN INCEST CASES

Incest cases should be handled	Experienced Workers		Inexperienced Workers		Total					
	No.	%	No.	%	No.	%				
As any other sexual abuse case?	19	59.4	113	64.2	132					
Differently?	13	40.6	63	35.8	76					
Totals	32	100.0	176	100.0	208					
Position of Workers										
Incest cases should be handled	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)			
	No.	%	No.	%	No.	%	No.	%		
As any other sexual abuse case?	13	76.5	7	46.7	23	59.0	70	66.7		
Differently?	3	60.0	1	100.0	1	25.0	14	63.6		
	4	23.5	8	53.3	16	41.0	35	33.3		
	2	40.0	0	----	3	75.0	8	36.4		
Totals	17	9.7	15	8.5	39	22.2	105	59.7		
	5	15.6	1	3.1	4	12.5	22	68.8		
Sex of Worker										
Incest cases should be handled	Male		Female		<30		30<40		40+	
	No.	%	No.	%	No.	%	No.	%	No.	%
As any other sexual abuse case?	30	65.2	81	63.8	68	65.4	28	63.6	17	60.7
Differently?	7	77.8	10	47.6	11	57.9	6	60.0	2	66.7
	16	34.8	46	36.2	36	34.6	16	36.4	11	39.3
	2	22.2	11	52.4	8	42.1	4	40.0	1	33.3
Totals	46	26.6	127	73.4	104	59.1	44	25.0	28	15.9
	9	30.0	21	70.0	19	59.4	10	31.3	3	9.4

Top numbers and percentages refer to experienced workers, the bottom to the inexperienced.

Workers were asked further to indicate their general attitude toward working with sexual abuse cases. Slightly more than 60.0 percent of all respondents (N=225) said they would not mind working with sexual abuse cases. Some differences, although not significant, were noted in workers' responses by position, sex and age.

According to Table 1-6, 57.9 percent of the inexperienced workers (N=38) and 63.6 percent of the experienced (N=187) indicated an unqualified willingness to work with sexual abuse cases. Further noted is the finding that of the experienced groups general caseworkers were the least likely to show this degree of willingness, females less likely than males, and the oldest workers less likely than those in the middle and youngest age grouping. See the referenced table for the complete distribution for experienced and inexperienced workers.

Focus and Format of the Report

This report presents findings and discussion regarding state level data from the sexual abuse survey in the State of Kentucky. In an attempt to more clearly define the nature of sexual abuse cases handled, we have concerned ourselves with a determination of the cases handled by the relationship of the offender, the duration of the relationship, and the type of contact. In addition, workers were asked to indicate the one type in each of the three categories they found to be most prevalent and the most difficult with which to work. A determination of the prevalent

Table 1-6

WORKERS' ATTITUDE TOWARD WORKING WITH SEXUAL ABUSE CASES

How do you feel about working with sexual abuse cases?	Experienced Workers		Inexperienced Workers		Total					
	No.	%	No.	%	No.	%				
Wouldn't mind	119	63.6	22	57.9	141	62.7				
Would if necessary, but prefer not	66	35.3	16	42.1	82	36.4				
Simply cannot	2	1.1	0	----	2	0.9				
Totals	187	83.1	38	16.9	225	100.0				
Position of Workers										
How do you feel about working with sexual abuse cases?	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)			
	No.	%	No.	%	No.	%	No.	%		
Wouldn't mind	13	76.5	13	81.3	31	70.5	62	56.4		
	5	100.0	1	100.0	2	50.0	14	50.0		
Would if necessary, but prefer not	4	23.5	3	18.8	12	27.3	47	42.7		
	0	----	0	----	2	50.0	14	50.0		
Simply cannot	0	----	0	----	1	2.3	1	0.9		
	0	----	0	----	0	----	0	----		
Totals	17	9.1	16	8.6	44	23.5	110	58.8		
	5	13.2	1	2.6	4	10.5	28	73.7		
Sex of Worker										
How do you feel about working with sexual abuse cases?	Sex of Worker				Age of Worker					
	Male		Female		<30		30<40		40+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Wouldn't mind	35	72.9	83	60.6	73	67.6	32	66.7	14	45.2
	8	80.0	12	48.0	12	60.0	9	64.3	1	25.0
Would if necessary, but prefer not	13	27.1	52	38.0	35	32.4	15	31.3	16	51.6
	2	20.0	13	52.0	8	40.0	5	35.7	3	75.0
Simply cannot	0	----	2	1.5	0	----	1	2.1	1	3.2
	0	----	0	----	0	----	0	----	0	----
Totals	48	25.9	137	74.1	108	57.8	48	25.7	31	16.6
	10	28.6	25	71.4	20	52.6	14	36.8	4	10.5

Top numbers and percentages refer to experienced,
bottom numbers and percentages refer to inexperienced.

age group encountered and the most difficult with which to work was also attempted.

A second aspect of the focus of this report involves an assessment of tasks performed and tasks related training needs. Broad tasks, as well as tasks and training needs specific to working with the major parties in a reported sexual abuse case, are discussed.

A final general focus of this report deals with a determination of CPS workers' attitudes toward, felt qualifications and/or responsibility for the delivery of services in child sexual abuse cases.

For presentation, this report has been divided into the following sections: (1) the nature of child sexual abuse cases, (2) case handling in child sexual abuse cases, (3) specific tasks and related training needs in working with the sexually abused child, (4) specific tasks and related training needs in working with the offending parent/substitute, (5) specific tasks and related training needs in working with the "uninvolved" spouse, and (6) a summary section which includes recommendations.

Special Considerations

There are some major considerations which must be taken into account in interpreting and utilizing these state level data. First, it is incumbent upon the states to determine, from the information provided regarding level of participation and the location of same in conjunction with knowledge regarding actual case

reporting and agency operating procedures within the non-participating counties, the extent to which the responding counties can be considered representative of the entire state.

A second broad area of concern relates to problems in the data gathering instrument and consequently to limitations of the data. Included in the types of child sexual abuse cases by the relationship of the offender is the stepparent-child type. The problem lies in the fact that the type does not indicate gender of offender or of child. Penetration as a type in terms of extent of contact does not differentiate between "normal" intercourse and sodomy. For each of these areas of concern, research staff has communicated with some state and local level personnel who assured us that for the overwhelming majority of cases the stepparent-child case involves a male offender and a female victim. Penetration in most cases involves actual intercourse.

Finally, the N's for data regarding most prevalent and most difficult type cases often vary significantly from the total N. This attrition is due to instructions to workers to make a determination of prevalence and difficulty on the basis of the one type of the several types.

SECTION II

THE NATURE OF CHILD SEXUAL ABUSE CASES

Type Case by Relationship of the Offender

Relatives of child sexual abuse victims were indicated in well over eighty percent of the 524 responses given by the 194 workers who have had direct experience with child sexual abuse cases. By far, the two most often cited type cases involved father-daughter (150 or 28.6 percent of the total responses) and stepparent-child (127 or 24.2 percent). While many of the workers have undoubtedly encountered many different types of cases, the stepparent-child was considered the most prevalent type by 47.1 percent of the responding workers (N=136). Just under forty percent of the workers indicated the father-daughter relationship was most prevalent. See Table 2-1 for the complete distribution.

Also noted in the referenced table is the workers' perceived difficulty of case handling by the relationship of the offender to the victim. A clear majority of the workers felt the case involving father-daughter to be the most difficult with which to work. Of 136 workers, 63.2 percent made this assessment.

Position of Workers by Type Case: Relationship of Offender

There are two important observations to be made from Table 2-2; namely, the relatively low percent of the supervisors who had encountered several of the type cases, and the relatively high percent of the general caseworkers who had encountered

Table 2-1

TYPE CASE BY RELATIONSHIP OF OFFENDER

Relationship of Offender	Workers Indicating Each Type		Most Prevalent by Type Relationship		Most Difficult by Type	
	No.	%	No.	%	No.	%
Mother-son	26	13.4 (5.0)	0	----	6	4.4
Father-daughter	150	77.3 (28.6)	53	39.0	86	63.2
Stepparent-child	127	65.5 (24.2)	64	47.1	19	14.0
Paramour-child	48	24.7 (9.2)	7	5.1	5	3.7
Nonparental adult relative-child	54	27.8 (10.3)	4	2.9	2	1.5
Homosexual parent-child	20	10.3 (3.8)	0	----	5	3.7
Adolescent-child	62	32.0 (11.8)	6	4.4	8	5.9
Foster parent-child	22	11.3 (4.2)	0	----	4	2.9
Other	15	7.7 (2.9)	2	1.5	1	0.7
Totals	524	(100.0)	136	100.0	136	100.0
			NR=58 or 29.9%		NR=58 or 29.9%	

Percentages within parentheses based on total number of responses;
the other percentages based on number of experienced workers (N=194).

several types. There was a statistically significant association between the position of workers and the tendency to encounter cases involving a paramour-child. According to the table, only 16.7 percent of the supervisors (N=18) had experienced such cases in comparison to 21.7 percent of the general caseworkers (N=115), 22.7 percent of the CPS caseworkers (N=44), and a high of 62.5 percent of the intake/investigation workers (N=16).

The association between the position of workers and experience with cases involving a father-daughter relationship approached significance at the .05 level of confidence ($\chi^2=7.35241$, 3 df, sig. = .0615). Just over sixty percent of the supervisors, approximately three-fourths the general caseworkers, and a high of near ninety percent of the intake/investigation workers and the CPS caseworkers had worked with cases in which a father-daughter relationship was involved. See the referenced table for the complete distribution.

There was not a high level of agreement between the workers regarding the most prevalent type case encountered. About half of the supervisors (N=12) and the CPS caseworkers (N=31) indicated the father-daughter type was not prevalent. A fourth of the supervisors indicated cases involving a nonparental adult relative-child were most prevalent, while 45.2 percent of the CPS caseworkers made this judgment for stepparent-child cases. On the other hand, only about one-third of the intake/investigation workers (N=15) and the general caseworkers (N=77) considered the father-daughter type to be most prevalent. Forty percent of the

Table 2-2

POSITION OF WORKERS BY TYPE CASE
(RELS. OF OFFENDER)

Type Case worked with: Relationship of offender	Position of Workers							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Mother-Son	4	22.2	2	12.5	8	18.2	12	10.4
Father-Daughter	11	61.1	14	87.5	39	88.6	86	74.8
Stepparent-Child	12	66.7	13	81.3	30	68.2	71	61.7
*Paramour-Child	3	16.7	10	62.5	10	22.7	25	21.7
Nonparental Adult relative-Child	9	50.0	4	25.0	11	25.0	30	26.1
Homosexual Parental- Child	4	22.2	3	18.8	5	11.4	8	7.0
Adolescent-Child	8	44.4	7	43.8	14	31.8	32	27.8
Foster Parent- Child	4	22.2	2	12.5	5	11.4	11	9.6
Other	1	5.6	1	6.3	5	11.4	8	7.0
Totals	18		16		44		115	

* χ^2 sig. <.01.

intake workers and 54.5 percent of the general caseworkers indicated the most prevalent type to be the stepparent-child. These findings and the complete distribution of responses are found in Table 2-3.

Also presented in Table 2-3 is workers' determination of the most difficult type case with which to work. While each of the types was considered the most difficult by some respondents in each positional group of workers, the father-daughter type was indicated by the majority of workers. Two-thirds the intake/investigation workers (N=15), 70.6 percent of the CPS caseworkers (N=34), 63.0 percent of the general caseworkers (N=73), and a low of 46.2 percent of the supervisors (N=13) made this assessment. Almost one-fourth the supervisors considered cases involving a stepparent to be the most difficult with which to work.

Sex of Workers by Type Case: Relationship of Offender

There were no significant differences in the type of cases experienced by the sex of workers as shown in Table 2-4. Perhaps the most significant observation to be made is the finding that percentage-wise, twice as many females than males had worked with cases in which a paramour-child relationship was involved--28.2 percent of the females (N=142) and 14.6 percent of the males (N=48). A similar pattern was observed for cases involving a foster parent as the offender; 13.4 percent of the females and 6.3 percent of the males indicated having encountered such cases.

Table 2-3

POSITION OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT
TYPE CASE BY THE RELATIONSHIP OF OFFENDER

Most Prevalent Type Case	Position of Workers							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Father-Daughter	6	50.0	5	33.3	16	51.6	22	33.8
Stepparent-Child	1	8.3	6	40.0	14	45.2	42	54.5
Paramour-Child	0	----	4	26.7	1	3.2	2	2.6
Nonparental Adult Relative-Child	3	25.0	0	----	0	----	1	1.3
Adolescent-Child	2	16.7	0	----	0	----	4	5.2
Others	0	----	0	----	0	----	2	2.6
Totals	12		15		31		77	
Most Difficult Type Case	Position of Workers							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Mother-Son	2	15.4	1	6.7	0	----	3	4.1
Father-Daughter	6	46.2	10	66.7	24	70.6	46	63.0
Stepparent-Child	3	23.1	1	6.7	6	17.6	9	12.3
Paramour-Child	0	----	1	6.7	2	5.9	2	2.7
Nonparental Adult Relative-Child	0	----	0	----	0	----	2	2.7
Homosexual Parental- Child	1	7.7	1	6.7	0	----	3	4.1
Adolescent-Child	0	----	1	6.7	1	2.9	5	6.8
Foster Parent- Child	1	7.7	0	----	0	----	3	4.1
Others	0	----	0	----	1	2.9	0	----
Totals	13		15		34		73	

Table 2-4

SEX OF WORKERS BY TYPE OF CASE
(RELATIONSHIP OF OFFENDER)

Relationship of Offender	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Mother-son	9	18.8	17	12.0
Father-daughter	37	77.1	111	78.2
Stepparent-child	32	66.7	91	64.1
Paramour-child	7	14.6	40	28.2
Nonparental adult relative-child	11	22.9	43	30.3
Homosexual-parental- child	17	14.6	13	9.2
Adolescent-sibling	16	33.3	44	31.0
Foster parent-child	3	6.3	19	13.4
Other	4	8.3	10	7.0
Total	48		142	

According to Table 2-5, there was not a statistically significant association between sex of workers and the prevalence of type case encountered nor in the perceived difficulty in case handling. See the referenced table for the complete distribution.

Age of Workers by Type Case: Relationship of Offender

There was not a statistically significant association between age of workers and the types of cases encountered. See Table 2-6 for the complete distribution.

Table 2-5

SEX OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE CASE
BY THE RELATIONSHIP OF THE OFFENDER

Type Case by Relationship of Offender	Most Prevalent				Most Difficult			
	Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%
Mother-Son					3	8.1	3	3.1
Father-Daughter	15	40.5	37	38.9	24	64.9	60	62.5
Stepparent-Child	17	45.9	44	46.3	4	10.8	15	15.6
Paramour-Child	0	----	7	7.4	1	2.7	4	4.2
Nonparental Adult Relative-Child	1	2.7	3	3.2	0	----	2	2.1
Homosexual Parental-Child					2	5.4	3	3.1
Adolescent-Sibling	3	8.1	3	3.2	0	----	7	7.3
Foster Parent-Child					2	5.4	2	2.1
Others	1	2.7	1	1.1	1	2.7	0	----
Totals	37		95		37		96	

Table 2-6

AGE OF WORKERS BY TYPE CASE
(RELS. OF OFFENDER)

Type Case Worked with: Relationship of Offender	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Mother-Son	19	17.0	3	6.0	4	12.9
Father-Daughter	85	75.9	39	78.0	26	83.9
Stepparent-Child	72	64.3	33	66.0	21	67.7
Paramour-Child	26	23.2	15	30.0	7	22.6
Nonparental Adult Relative-Child	29	25.9	15	30.0	10	32.3
Homosexual Parental-Child	12	10.7	6	12.0	2	6.5
Adolescent-Child	35	31.3	19	38.0	7	22.6
Foster Parent-Child	13	11.6	7	14.0	2	6.5
Other	10	8.9	4	8.0	1	3.2
Totals	112		50		31	

In terms of the most prevalent case, there were no major differences between the age groups. Slightly more than forty percent of the workers under the age of 30 (N=79) and those age 30 but less than 40 (N=36) indicated the father-daughter type was the most prevalent. This compared to 30.0 percent of the workers age 40 and above (N=20). On the other hand, a higher percent of the 40 and above (55.0 percent) than those age 30 but less than 40 (38.9 percent) and the under age 30 (48.1 percent) considered the stepparent-child type to be most prevalent. See Table 2-7 which also includes the distribution for the most difficult type case.

Table 2-7

AGE OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE CASE
BY THE RELATIONSHIP OF THE OFFENDER

Type Case by Relationship of Offender	Most Prevalent						Most Difficult					
	<30		30<40		40+		<30		30<40		40+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Mother-Son							4	5.3	1	2.7	1	4.5
Father-Daughter	32	40.5	15	41.7	6	30.0	48	63.2	24	64.9	14	63.6
Stepparent-Child	38	48.1	14	38.9	11	55.0	11	14.5	3	8.1	5	22.7
Paramour-Child	3	3.8	3	8.3	1	5.0	3	3.9	2	5.4	0	----
Nonparental Adult Relative-Child	2	2.5	1	2.8	1	5.0	0	----	1	2.7	1	4.5
Homosexual Parent- Child							2	2.6	3	8.1	0	----
Adolescent-Child	2	2.5	3	8.3	1	5.0	5	6.6	1	2.7	1	4.5
Foster Parent-Child							2	2.6	2	5.4	0	----
Others	2	2.5	0	----	0	----	1	1.3	0	----	0	----
Totals	79		36		20		76		37		22	

According to the referenced table, well over sixty percent of each age group considered the father-daughter type case to be the most difficult with which to work. A high of 22.7 percent of the oldest workers (N=22), compared to 8.1 percent of those age 30 but less than 40 (N=37) and 14.5 percent of the youngest (N=76) considered the most difficult type case to be the step-parent-child.

Type Case by Duration of Relationship

The most common type of child sexual abuse case in terms of the duration of the relationship was sporadic contact over time-- 139 or 44.3 percent of 314 responses. Cases involving enduring/habitual contact were the second most common type encountered-- 110 or 35.0 percent.

Of 96 workers making a judgment regarding the most prevalent type case, 61 or 63.5 percent indicated cases involving sporadic contact over time. While we would like to feel the opposite to be true, only 13.5 percent of the responding workers thought cases involving a single incident were the most prevalent.

In regards to case handling, over seventy percent of the responding workers (N=95) considered the enduring/habitual type relationship to be the most difficult type case with which to work. See Table 2-8 for the above distributions.

Position of Workers by Type Case: Duration of Relationship

A higher percent of the intake/investigation workers than the other groups had encountered cases involving a single occurrence

Table 2-8
TYPE CASE BY DURATION OF RELATIONSHIP

Duration of Relationship	Workers Indicating Each Type		Most Prevalent by Duration		Most Difficult by Duration	
	No.	%	No.*	%	No.	%
Unique (one occurrence)	65	33.5 (20.7)	13	13.5	6	6.3
Sporadic contact over time	139	71.6 (44.3)	61	63.5	20	21.1
Enduring/habitual	110	56.7 (35.0)	22	22.9	69	72.6
Totals	314		96	100.0	95	100.0

NR=98 or 50.5% NR=99 or 51.0%

Percentages within parentheses based on total number of responses; other percentages based on number of experienced workers (N=194).

and those involving sporadic contact over time. According to Table 2-9, 43.8 percent of the intake workers (N=16), compared to 40.9 percent of the CPS caseworkers (N=44), one-third of the supervisors (N=18), and 29.6 percent of the general caseworkers (N=115), had encountered single occurrence cases. 87.5 percent of the intake workers, 83.3 percent of the supervisors, 71.3 percent of the general caseworkers, and 63.6 percent of the caseworkers had worked with cases involving sporadic contact over time. Slightly more than 60.0 percent of the supervisors and well over fifty percent of the other groups had handled cases in which the relationship was enduring/habitual.

Table 2-9
POSITION OF WORKERS BY TYPE CASE
(DURATION OF RELS.)

Type Case by Duration	Position of Worker							
	Supervisor		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Unique (one occurrence)	6	33.3	7	43.8	18	40.9	34	29.6
Sporadic contact over time	15	83.3	14	87.5	28	63.6	82	71.3
Enduring/Habitual	11	61.1	9	56.3	24	54.5	65	56.5
Total	18		16		44		115	

Percentages for each type case based on number of respondents in each positional group.

There was general agreement among the groups that cases involving sporadic contact over time were most prevalent. Seventy percent of the responding supervisors (N=10), 80.0 percent of the intake workers (N=10), and 60.0 percent of the CPS caseworkers (N=20) and the general caseworkers (N=56) made this assessment. Around one-fourth of the two former groups had encountered more cases of an enduring/habitual nature.

A similar percentage distribution indicated that the most difficult type case involved enduring/habitual relationships. Eighty percent of the supervisors, in comparison to 70.0 percent of the intake workers, 63.2 percent of the CPS caseworkers, and 75.0 percent of the general caseworkers considered cases involving an enduring/habitual relationship to be the most difficult with which to work. See Table 2-10 for both distributions.

Sex of Workers by Type Case: Duration of Relationship

Of the female workers (N=142), 34.5 percent had worked with cases involving a single occurrence; 31.3 percent of the males (N=48) had worked with such cases. The association between sex of workers and the tendency to handle cases involving sporadic contact over time approached statistical significance ($\chi^2=3.31328$, 1 df, sig. = .068)--83.3 percent of the males compared to 68.3 percent of the females. A slightly higher percent of the males (60.4 percent) than the females (54.2 percent) had also handled cases of an enduring/habitual nature. See Table 2-11.

Also shown in Table 2-11 are the workers' determination of the most prevalent type case. Over sixty percent of the responding

Table 2-10

POSITION OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE (DURATION OF RELS.)

Most Prevalent Type Case by Duration	Position of Worker							
	Supervisor		Intake/Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Unique (one occurrence)	2	20.0	1	10.0	3	15.0	7	12.5
Sporadic contact over time	7	70.0	8	80.0	12	60.0	34	60.7
Enduring/Habitual	1	10.0	1	10.0	5	25.0	15	26.8
Total	10		10		20		56	

Most Difficult Type Case by Duration	Position of Worker							
	Supervisor		Intake/Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Unique (one occurrence)	0	----	0	----	3	15.8	3	5.4
Sporadic contact over time	2	20.0	3	30.0	4	21.1	11	19.6
Enduring/Habitual	8	80.0	7	70.0	12	63.2	42	75.0
Total	10		10		19		56	

Table 2-11

SEX OF WORKERS BY TYPE CASE (DURATION)

Duration of Relationship	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Unique (one occurrence)	15	31.3	49	34.5
Sporadic contact over time	40	83.3	97	68.3
Enduring/habitual	29	60.4	77	54.2
Total	48		142	

Percentages for each type based on total N's of 48 and 142.

SEX OF WORKERS BY MOST PREVALENT (DURATION)

Duration of Relationship	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Unique	6	21.4	7	10.6
Sporadic	19	67.9	41	62.1
Enduring	3	10.7	18	27.3
Total	28		66	

SEX OF WORKERS BY MOST DIFFICULT (DURATION)

Duration of Relationship	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Unique	1	3.6	5	7.7
Sporadic	7	25.0	13	20.0
Enduring	20	71.4	47	72.3
Total	28		65	

males (N=28) and females (N=66) indicated that cases involving sporadic contact over time were most prevalent. Slightly more than twenty percent of the males compared to 10.6 percent of the females made this determination for cases involving a single incident. On the other hand, 10.7 percent of the males compared to 27.3 percent of the females believed cases involving an enduring/habitual relationship to be most prevalent.

There was general agreement that cases involving an enduring/habitual relationship were the most difficult with which to work. According to the referenced table, slightly more than seventy percent of the males and females made this assessment. See Table 2-11 for the complete distribution.

Age of Workers by Type Case: Duration of Relationship

There was not a statistically significant association between the age of workers and any of the type cases encountered. As shown in Table 2-12, 35.7 percent of the youngest workers (N=112) and less than one-third of the workers age 30 but less than 40 (N=50) and those age 40 and above (N=31) had worked with cases involving one occurrence. Well over seventy percent of the two former age groups compared to only 58.1 percent of the oldest workers had handled cases involving sporadic contact over time. A low of 44.0 percent of the workers in the middle category, in comparison to slightly more than sixty percent of the youngest and oldest workers, had worked with cases of an enduring/habitual nature.

Table 2-12

AGE OF WORKERS BY TYPE CASE
(DURATION OF RELS.)

Type Case by Duration	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Unique (one occurrence)	40	35.7	15	30.0	10	32.3
Sporadic Contact Over Time	82	73.2	39	78.0	18	58.1
Enduring/Habitual	68	60.7	22	44.0	19	61.3
Total	112		50		31	

Percentages for each type based on number of respondents in each age category.

AGE OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE CASE BY THE DURATION OF THE RELATIONSHIP

Most Prevalent Type Case by Duration	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Unique (one occurrence)	8	13.3	1	4.8	4	26.7
Sporadic Contact Over Time	39	65.0	15	71.4	7	46.7
Enduring/Habitual	13	21.7	5	23.8	4	26.7
Total	60		21		15	

Most Difficult Type Case by Duration	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Unique (one occurrence)	4	6.7	1	4.8	1	7.1
Sporadic Contact Over Time	11	18.3	6	28.6	3	21.4
Enduring/Habitual	45	75.0	14	66.7	10	71.4
Total	60		21		14	

There was general agreement regarding the most prevalent type. Just under two-thirds of the youngest workers (N=60), 71.4 percent of those in the middle age category (N=21) and only 46.7 percent of the oldest workers (N=15) indicated the most prevalent type to be cases involving sporadic contact over time. A relatively high percent of the oldest workers (26.7 percent) thought cases of a unique nature were the most prevalent. See Table 2-12 for the complete distribution.

Cases in which the relationship was of an enduring/habitual nature were considered the most difficult type with which to work by the majority of the workers in each age group. According to Table 2-12, well over seventy percent of the youngest and oldest workers made this assessment of case handling compared to two-thirds of the workers age 30 but less than 40. See the above referenced table for the complete distribution.

Type Case by Extent of Contact

The two most common types of cases handled were those involving actual penetration (139 or 26.5 percent of the total number of responses) and fondling (119 or 22.7 percent). Contact involving hand genitals was the third most common type, represented by 84 or 16.0 percent of the responses.

Most responding workers (N=130) considered cases involving penetration (44 or 33.8 percent) or fondling (36 or 27.7 percent) to be the most prevalent type. There was a higher degree of agreement regarding the most difficult type case in terms of case handling. Eighty-four or 64.6 percent of the workers considered

cases involving actual penetration to be the most difficult. Around 15.0 percent made this assessment for cases involving fondling. See Table 2-13 for the complete distribution.

Table 2-13
TYPE CASE BY EXTENT OF CONTACT

Extent of Contact	Workers Indicating Each Type		Most Prevalent by Contact		Most Difficult by Contact	
	No.	%	No.*	%	No.*	%
Penetration	139	71.6 (26.5)	44	33.8	84	64.6
Hand-genital	84	43.3 (16.0)	19	14.6	2	1.5
Mouth-genital	46	23.7 (8.8)	5	3.8	10	7.7
Attempted penetration	77	39.7 (14.7)	13	10.0	6	4.6
Fondling	119	61.3 (22.7)	36	27.7	20	15.4
Approach and/or pressure- no sexual contact	60	30.9 (11.4)	13	10.0	8	6.2
Totals	525	(100.0)	130	100.0	130	100.0

NR=64 or
33.0%

NR=64 or
33.0%

Percentages within parentheses based on total number of responses; the other percentages based on number of experienced workers (N=194).

Position of Workers by Type Case: Extent of Contact

Intake/investigation workers (N=16) were more likely than any of the other groups of workers to have encountered all of the types of child sexual abuse cases by the extent of contact, with

the exception of cases involving hand-genital contact. Significantly, a relatively high percent of the workers who were responsible for a general caseload had handled cases involving the several types.

The association between workers' position and the tendency to handle cases involving hand-genital and mouth-genital contact was statistically significant. For the former type, one-third of the supervisors (N=18), 36.5 percent of the general caseworkers (N=115), 56.3 percent of the intake workers (N=16), and 61.4 percent of the CPS caseworkers (N=44) had handled such cases. For the latter type, 20.0 percent of the CPS and general caseworkers, one-third of the supervisors, and a half of the intake workers indicated having handled such cases. The detail distribution is presented in Table 2-14.

While cases involving actual penetration were determined to be most prevalent by the highest percent of the responding workers, there were some notable differences by the position of the workers. As shown in Table 2-15, supervisors and general caseworkers were more likely than intake workers and CPS caseworkers to make this determination. Of twelve responding supervisors, 41.7 percent indicated penetration to be most prevalent. This compared to 38.4 percent of the general caseworkers (N=73), one-fourth the CPS caseworkers (N=28), and only 18.8 percent of the intake workers. Fifty percent of the supervisors, 37.5 percent of the intake workers, 35.7 percent of the CPS caseworkers, and 19.2 percent of the general caseworkers considered fondling to be

Table 2-14

POSITION OF WORKERS BY TYPE CASE
(EXTENT OF CONTACT)

Type Case Worked with by Extent	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Penetration	13	72.2	13	81.3	31	70.5	81	70.4
*Hand-genital	6	33.3	9	56.3	27	61.4	42	36.5
*Mouth-genital	6	33.3	8	50.0	9	20.5	23	20.0
Attempted Penetration	7	38.9	8	50.0	15	34.1	47	40.9
Fondling	13	72.2	14	87.5	27	61.4	65	56.5
Approach and/or pres- sure-no sexual contact	5	27.8	6	37.5	15	34.1	33	28.7
Total	18		16		44		115	

* χ^2 sig. <.05.

Table 2-15

POSITION OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE OF CASE
(EXTENT OF CONTACT)

Most Prevalent Type Case by Extent of Contact	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Penetration	5	41.7	3	18.8	7	25.0	28	38.4
Hand-genital	0	----	2	12.5	5	17.9	12	16.4
Mouth-genital	0	----	1	6.3	2	7.1	2	2.7
Attempted Penetration	0	----	2	12.5	1	3.6	10	13.7
Fondling	6	50.0	6	37.5	10	35.7	14	19.2
Approach and/or pres- sure-no sexual contact	1	8.3	2	12.5	3	10.7	7	9.6
Total	12		16		28		73	
Most Difficult Type Case by Extent of Contact	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Penetration	8	72.7	10	66.7	19	67.9	46	61.3
Hand-genital	0	----	0	----	1	3.6	1	1.3
Mouth-genital	1	9.1	2	13.3	2	7.1	5	6.7
Attempted Penetration	0	----	1	6.7	2	7.1	3	4.0
Fondling	2	18.2	1	6.7	3	10.7	14	18.7
Approach and/or pres- sure-no sexual contact	0	----	1	6.7	1	3.6	6	8.0
Total	11		15		28		75	

most prevalent. The complete distribution is presented in the referenced table.

Also shown in Table 2-15 is the workers' assessment of the most difficult type case with which to work. The majority of the workers considered cases involving actual penetration to be the most difficult to work with. Approximately two-thirds of the intake workers (N=15) and CPS caseworkers (N=28), 61.3 percent of the general caseworkers (N=75), and 72.7 percent of the supervisors (N=11) made this assessment. Around 18.0 percent of the supervisors and general caseworkers considered cases involving fondling to be most difficult with which to work. This compared to 6.7 percent of the intake workers and 10.7 percent of the caseworkers. Interestingly, each of the several types was considered the most difficult by some of the CPS and the general caseworkers.

Sex of Workers by Type Case: Extent of Contact

There was not a statistically significant association between sex of workers and the type of cases handled as shown in Table 2-16 which also details workers' determination of the most prevalent and the most difficult type case. According to the table, a slightly higher percent of the males (27.1 percent) than the females (23.2 percent) had handled cases in which there was mouth-genital contact. On the other hand, a slightly higher percent of the females (42.3 percent) than the males (33.3 percent) had worked with cases in which penetration was attempted.

Table 2-16
SEX OF WORKERS BY TYPE CASE (EXTENT OF CONTACT)

Extent of Contact	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Penetration	35	72.9	100	70.4
Hand-genital	21	43.8	62	43.7
Mouth-genital	13	27.1	33	23.2
Attempted penetration	16	33.3	60	42.3
Fondling	30	62.5	87	61.3
Approach, etc.	15	31.3	43	30.3
Total	48		142	

SEX OF WORKERS BY MOST PREVALENT (CONTACT)

Extent of Contact	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Penetration	15	40.5	26	29.2
Hand-genital	6	16.2	13	14.6
Mouth-genital	0	----	5	5.6
Attempted penetration	4	10.8	8	9.0
Fondling	11	29.7	25	28.1
Approach, etc.	1	2.7	12	13.5
Total	37		89	

SEX OF WORKERS BY MOST DIFFICULT (CONTACT)

Extent of Contact	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Penetration	24	68.6	57	62.6
Hand-genital	1	2.9	1	1.1
Mouth-genital	1	2.9	9	9.9
Attempted penetration	1	2.9	5	5.5
Fondling	7	20.0	12	13.2
Approach, etc.	1	2.9	7	7.7
Total	35		91	

There was not a high degree of agreement regarding prevalence. Of 37 responding males, 40.5 percent indicated cases involving actual penetration were most prevalent. This compared to 29.2 percent of the females (N=89). Just under 30.0 percent of the males and females considered fondling to be most prevalent, while one or 2.7 percent of the males and 13.5 percent of the females indicated that cases involving no sexual contact were most prevalent.

There was a high degree of agreement regarding the most difficult type case. Over sixty percent of the responding males (N=35) and females (N=91) considered cases involving actual penetration to be the most difficult. See the referenced table for the complete distribution.

Age of Workers by Type Case: Extent of Contact

There was not a statistically significant association between age of workers and the tendency to encounter the sexual types of cases. Perhaps, the most interesting observation to be made is the finding that a slightly higher percent of the youngest workers (N=112) had handled cases involving actual penetration and mouth-genital contact. See Table 2-17 for the complete distribution.

Also noted in the referenced table are the distributions for perception of prevalence and most difficult type case. About a third of each of the age groups considered penetration to be most prevalent. Just under forty percent of the oldest workers (N=18), 35.1 percent of those age 30 but less than 40 (N=37), and 21.6

Table 2-17
AGE OF WORKERS BY TYPE CASE
(EXTENT OF CONTACT)

Type Case Worked with by Extent of Contact	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Penetration	83	74.1	34	68.0	21	67.7
Hand-genital	52	46.4	22	44.0	10	32.3
Mouth-genital	31	27.7	10	20.0	5	16.1
Attempted penetration	45	40.2	18	36.0	14	45.2
Fondling	68	60.7	36	72.0	15	48.4
Approach and/or pressure-no sexual contact	32	28.6	18	36.0	9	29.0
Total	112		50		31	

AGE OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT TYPE

Most Prevalent Type Case by Extent of Contact	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Penetration	25	33.8	12	32.4	6	33.3
Hand-genital	16	21.6	1	2.7	2	11.1
Mouth-genital	4	5.4	1	2.7	0	----
Attempted penetration	8	10.8	2	5.4	3	16.7
Fondling	16	21.6	13	35.1	7	38.9
Approach and/or pressure-no sexual contact	5	6.8	8	21.6	0	----
Total	74		37		18	

Most Difficult Type Case by Extent of Contact	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Penetration	57	75.0	14	41.2	12	63.2
Hand-genital	0	----	1	2.9	1	5.3
Mouth-genital	5	6.6	4	11.8	1	5.3
Attempted penetration	1	1.3	3	8.8	2	10.5
Fondling	10	13.2	7	20.6	3	15.8
Approach and/or pressure-no sexual contact	3	3.9	5	14.7	0	----
Total	76		34		19	

percent of the youngest workers (N=74) thought fondling was most prevalent. A high of 21.6 percent of the middle age group, compared to 6.8 percent of the youngest and none of the oldest, considered cases in which there was no sexual contact to be most prevalent.

The majority of the workers considered cases involving actual penetration as the most difficult with which to work. Those workers age 30 to less than 40 were the least likely to make this judgment--slightly more than forty percent of those workers (N=34) in comparison to 75.0 percent of the youngest (N=76) and 63.2 percent of the oldest workers (N=19). The detail distribution is presented in the referenced table.

Age of Sexually Abused Children

Children of all ages are victims of sexual abuse, with the most prevalent age of reported children being the young adolescent. Right at sixty percent of the workers (N=177) indicated that the most prevalent age group they encountered was ten to less than fourteen. Slightly more than twenty percent indicated children age fourteen but less than eighteen.

In regards to case handling, 34.4 percent of the respondents (N=163) considered the ten to less than fourteen age group to be the most difficult with which to work. Slightly more than twenty percent felt cases involving children age six but less than ten and fourteen but less than eighteen were the most difficult. These distributions are presented in Table 2-18.

Table 2-18
AGE OF SEXUALLY ABUSED CHILDREN

Age of Child	Most Prevalent Age		Most Difficult Age	
	No.	%	No.	%
< 3 years old	4	2.3	19	11.7
3 < 6	10	5.6	20	12.3
6 < 10	22	12.4	34	20.9
10 < 14	104	58.8	56	34.4
14 < 18	37	20.9	34	20.9
Totals	177	100.0	163	100.0
		NR=17 or 8.8%		NR=31 or 16.0%

Position of Workers by Age of Sexually Abused Children Encountered

While the percentage differences were not significant, there were some interesting findings regarding the perception of the most prevalent age group. Approximately two-thirds of the supervisors (N=16) and the CPS caseworkers (N=41) considered the young adolescent group (age ten but less than fourteen) to be the most prevalent case. This compared to 56.3 percent of the intake workers (N=16) and 55.3 percent of the general caseworkers (N=103). About a fourth of the supervisors and general caseworkers, in comparison to 18.8 percent of the intake workers and 9.8 percent of the CPS caseworkers thought cases involving the older adolescent were most prevalent. The complete distribution is found in Table 2-19 which also includes the workers' perception of the most difficult age group with which to work.

Table 2-19

POSITION OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT AGE

Most Prevalent Aged Sexually Abused Child	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
<3 yrs. old	0	----	0	----	1	2.4	3	2.9
3<6 yrs.	0	----	2	12.5	2	4.9	6	5.8
6<10 yrs.	1	6.3	2	12.5	7	17.1	12	11.7
10<14 yrs.	11	68.8	9	56.3	27	65.9	57	55.3
14<18 yrs.	4	25.0	3	18.8	4	9.8	25	24.3
Total	16		16		41		103	
Most Difficult to Work with by Age of Sexually Abused Child	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworker		Caseworker (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
<3 yrs. old	1	7.1	2	15.4	6	15.8	10	10.3
3<6 yrs.	2	14.3	2	15.4	6	15.8	10	10.3
6<10 yrs.	1	7.1	5	38.5	6	15.8	22	22.7
10<14 yrs.	7	50.0	2	15.4	14	36.8	33	34.0
14<18 yrs.	3	21.4	2	15.4	6	15.8	22	22.7
Total	14		13		38		97	

According to the referenced table, there were some differences, although not statistically significant, in the workers' perception of the most difficult age group. Fifty percent of the supervisors (N=14), only 15.4 percent of the intake workers (N=13), 36.8 percent of the CPS caseworkers (N=38), and 34.0 percent of the general caseworkers (N=97) considered cases involving children age ten but less than fourteen to be the most difficult to work with. Intake workers were more likely to consider cases involving children age six but less than ten to be the most difficult. Just under forty percent of the intake workers, compared to only one or 7.1 percent of the supervisors, 15.8 percent of the CPS caseworkers, and 22.7 percent of the general caseworkers, considered cases involving this young age group to be the most difficult in terms of case handling.

Sex of Workers by Age of Sexually Abused Children Encountered

There was not a statistically significant association between sex of workers and determination of the most prevalent aged sexually abused children nor the most difficult age group with which to work. There was a significant percentage difference in the percent males (73.9 percent, N=46) and females (54.3 percent, N=127) who considered cases involving the young adolescent to be the most prevalent. A higher percent of the females than males considered cases involving children age six but less than ten (15.7 and 4.3 percent, respectively) to be most prevalent. See Table 2-20 which also includes the workers' determination regarding the most difficult age group.

Table 2-20

SEX OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT AGE OF CHILD

Age of Child	Sex of Worker			
	Male		Female	
	No.	%	No.	%
< 3 yrs. old	1	2.2	3	2.4
	5	11.9	14	12.0
3 < 6	1	2.2	8	6.3
	4	9.5	15	12.8
6 < 10	2	4.3	20	15.7
	9	21.4	23	19.7
10 < 14	34	73.9	69	54.3
	17	40.5	39	33.3
14 < 18	8	17.4	27	21.3
	7	16.7	26	22.2
Totals	46		127	
	42		117	

Top numbers and percentages refer to most prevalent age of child; bottom numbers and percentages refer to most difficult age.

A higher percent of the males (40.5 percent, N=42) than the females (33.3 percent, N=117) considered cases involving the young adolescent to be the most difficult. A higher percent of the females (22.2 percent) than the males (16.7 percent) indicated the older adolescent. See the referenced table for the complete distribution.

Age of Workers by Age of Sexually Abused Children Encountered

A higher percent of the workers age 30 to less than forty (N=45) indicated that cases involving the young adolescent were the most prevalent. As shown in Table 2-21, two-thirds of the

workers in that age category, compared to 56.3 percent of the youngests (N=103) and 57.1 percent of the oldest workers (N=28) made this determination. On the other hand, a higher percent of the oldest workers (32.1 percent) than those in the middle category (20.0 percent) and the youngest (17.5 percent) indicated the older adolescent.

Table 2-21

AGE OF WORKERS BY MOST PREVALENT AND MOST DIFFICULT AGE OF CHILD

Age of Child	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
<3 yrs. old	4	3.9	0	----	0	----
	13	14.0	5	11.9	1	3.7
3<6 yrs.	7	6.8	3	6.7	0	----
	12	12.9	7	16.7	1	3.7
6<10 yrs.	16	15.5	3	6.7	3	10.7
	23	24.7	5	11.9	6	22.2
10<14 yrs.	58	56.3	30	66.7	16	57.1
	25	26.9	19	45.2	12	44.4
14<18 yrs.	18	17.5	9	20.0	9	32.1
	20	21.5	6	14.3	7	25.9
Totals	103		45		28	
	93		42		27	

Top numbers and percentages refer to most prevalent age of child; bottom numbers and percentages refer to most difficult age of child.

According to Table 2-21, it appears that the youngest workers were more likely than the older workers to find working with young sexually abused children to be the most difficult. The

older workers tended to consider cases involving the adolescent to be the most difficult. Slightly over one-half the workers under the age of thirty (N=93) considered cases involving children under the age of ten to be most difficult. This compared to 40.9 percent of the workers in the middle category (N=42) and only 29.6 percent of the oldest workers (N=27). On the other hand, only 26.9 percent of the youngest workers compared to 45.2 and 44.4 percent of the other respective age groups considered cases involving the young adolescent to be the most difficult.

Summary of Major Findings

The common features of reported child sexual abuse cases are:

1. Relatives of child sexual abuse victims are most often the indicated offender.
2. While father-daughter type cases were common to the highest percent of the workers (77.3 percent), those workers having encountered more than one type case indicated the stepparent-child to be the most prevalent and the father-daughter the most difficult.
3. Cases involving sporadic contact over time were the most prevalent type while those which were of an enduring/habitual nature were considered the most difficult with which to work.
4. Cases involving actual penetration and fondling were cited by the highest percentage of the workers--slightly over 70.0 percent and 60.0, respectively. Cases involving penetration were considered most prevalent and the most difficult in terms of case handling.
5. The most prevalent age involved the young adolescent (10<14). Over a third of the workers considered this age group the most difficult with which to work. Slightly more than twenty percent considered the most difficult group to be the six to less than ten and fourteen to less than eighteen.

Some features of workers in handling child sexual abuse cases:

1. A higher percent of intake workers, and to a lesser extent CPS and general caseworkers, than supervisors had encountered some of the types of sexual abuse cases by the relationship of the offender, by the duration of the relationship, and by the extent of contact.
2. The highest percent (34.4) of all workers thought cases in which young adolescents are involved are the most difficult with which to work, there was a significant observation when workers' position was considered. Only 15.4 percent of the intake workers made this assessment; 38.5 percent considered cases involving children age six to less than ten to be the most difficult.
3. A higher percent of the workers age 30 and above (approximately 45.0 percent) than those less than 30 (26.9 percent) considered cases in which the young adolescent is involved to be the most difficult with which to work. The oldest workers (7.4 percent) were less likely than those age 30 but less than 40 (28.6 percent) and those under 30 (26.9 percent) to consider cases involving children under the age of six to be the most difficult.
4. While the majority of all males and females alike considered cases involving actual penetration to be the most difficult type, a high of 20.0 percent of the males made this assessment for cases involving fondling.

SECTION 3

THE RESPONSIBILITY FOR CASE HANDLING IN CHILD SEXUAL ABUSE CASES

Broad Tasks Performed in Working with Sexual Abuse Cases

There are three major observations to be made from Table 3-1; namely, considerably less than 100 percent of the experienced workers indicated having performed each of the broad tasks; from tasks performed, work in child sexual abuse cases has been primarily related to initial handling and case processing; and public social agency workers generally view treatment in such cases to be the major responsibility of some other professional community resource.

According to the referenced table, slightly more than seventy percent of the experienced workers (N=194) had performed each of the broad tasks included in the initial intervention stage of the child protection process with the exception of the task of interviewing the spouse (68.6 percent). For the task of interviewing the offending parent/substitute near twenty percent of the workers felt some other professional community resource should carry the major responsibility. Near seventeen percent of the workers made the same determination of task responsibility for gathering facts from others.

Better than seventy percent of the workers had performed the three broad tasks related to case diagnosis. Almost one-third thought that evaluating individual problems should be the major

Table 3-1

BROAD TASKS PERFORMED AND WORKERS' PERCEPTION OF
RESPONSIBILITY FOR TASK PERFORMANCE

Tasks Performed	Workers Performing Tasks		Major Responsibilities of Other Community Resources?			
			No Experience w/Sexual Abuse Cases		Experience w/Sexual Abuse Cases	
	No.	%	No.	%	No.	%
<u>Initial Intervention</u>						
Interviewing child	154	79.4	4	10.5	13	6.7
Interviewing offending parent	136	70.1	5	13.1	37	19.1
Interviewing spouse	133	68.6	2	5.3	17	8.8
Gathering facts	143	73.7	4	10.5	32	16.5
Dealing w/crisis resulting from disclosure	137	70.6	1	2.6	17	8.8
<u>Diagnosis</u>						
Evaluating individual problems	135	69.6	9	23.7	62	32.0
Evaluating family's problems	141	72.7	1	2.6	38	19.6
Developing case plan	147	75.8	1	2.6	13	6.7
<u>Treatment</u>						
Treatment-young child	99	51.0	14	36.8	106	54.6
Treatment-offender	89	45.9	19	50.0	125	64.4
Treatment-spouse	87	44.8	18	47.4	102	52.6
Treatment-family	106	54.6	15	39.5	98	50.5
Treatment-older child	90	46.4	14	36.8	109	56.2

For each item, percentages based on
N=194 [Experienced Workers]
N= 38 [Inexperienced Workers]

*Corrected $\chi^2=5.37658$, 1 df, sig. = .0204
**Corrected $\chi^2=4.02822$, 1 df, sig. = .0447

responsibility of another community resource. Near twenty percent of the experienced workers made this determination for the task of evaluating the family's problems. There was a statistically significant association between experience of workers and the perception of responsibility for the latter task. While approximately 20.0 percent of the experienced workers felt the evaluation of the family's problems was more appropriate to some other community resource, only 2.6 percent of the inexperienced workers (N=38) made this determination.

Less than fifty percent of the experienced workers had performed treatment tasks with the offender, the spouse, and the older child. Slightly more than one-half had provided treatment to the young child; 54.6 percent with the family unit. Over half of the workers considered treatment to be more appropriate to another community resource, with 64.4 percent making this judgment in relation to treatment of the offender.

The pattern of responses for the inexperienced workers was somewhat similar; however, those workers were generally less likely than the experienced to feel that the responsibility for treatment should reside with some other agency. There was a statistically significant association between experience of workers and the perception of task responsibility for providing treatment to the older child; 36.8 percent of the inexperienced workers compared to 56.2 percent of the experienced workers felt the task to be more appropriate to some other agency. See Table 3-1 for the complete distribution for experienced and inexperienced workers.

Position of Workers by Broad Tasks Performed

There was a statistically significant association between workers' position and two of the broad tasks included in the initial intervention stage. In general, intake workers (N=16) and CPS caseworkers (N=44) were more likely than supervisors (N=18) and general caseworkers (N=115) to have performed the five broad tasks. For the task of interviewing the "uninvolved" spouse, slightly over eighty percent of the intake workers and CPS caseworkers, compared to 72.2 percent of the supervisors and 60.9 percent of the general caseworkers, indicated they had performed. Right at 88.0 percent of the intake workers, 81.8 percent of the CPS caseworkers, 77.8 percent of the supervisors, and 62.6 percent of the general caseworkers had dealt with immediate family crises resulting from disclosure. See Table 3-2 for the complete distribution of broad tasks.

None of the broad diagnostic tasks showed significance. However, there was an expected difference in the pattern of responses. A slightly higher percent of the supervisors had performed the three tasks--85.2 percent of the supervisors, 81.3 percent of the intake workers, 81.8 percent of the CPS caseworkers, and 66.1 percent of the general caseworkers.

A significantly lower percent of all the workers were involved in treatment tasks than in tasks relevant to initial intervention and diagnosis. A higher percent of the intake workers (60.0 percent) and the CPS caseworkers (59.5 percent) than the supervisors (51.1 percent) and the general caseworkers

Table 3-2

POSITION OF WORKERS BY BROAD TASKS PERFORMED

Broad Tasks	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Interviewing child	14	77.8	14	87.5	37	84.1	88	76.5
Interviewing offender	12	66.7	13	81.3	33	75.0	78	67.8
*Interviewing spouse	13	72.2	13	81.3	36	81.8	70	60.9
Gathering facts	13	72.2	14	87.5	34	77.3	81	70.4
*Resolving crisis	14	77.8	14	87.5	36	81.8	72	62.6
Evaluate individual problems	15	83.3	12	75.0	35	79.5	73	63.5
Evaluate family problems	16	88.9	13	81.3	35	79.5	76	66.1
Develop case plan	15	83.3	14	87.5	38	86.4	79	68.7
Treatment-young child	10	55.6	9	56.3	26	59.1	54	47.0
Treatment-offender	8	44.4	10	62.5	24	54.5	47	40.9
*Treatment-spouse	8	44.4	9	56.3	27	61.4	42	36.5
Treatment-family unit	12	66.7	10	62.5	28	63.6	55	47.8
Treatment-older child	8	44.4	10	62.5	26	59.1	45	39.1
Total	18		16		44		115	

* χ^2 sig. <.05, 3 df.

(42.3 percent) had performed in the five broad treatment task areas. There was a statistically significant association between workers' position and the performance of treatment with the spouse. Slightly more than sixty percent of the CPS caseworkers, 56.3 percent of the intake workers, 44.4 percent of the supervisors, and 36.5 percent of the general caseworkers indicated having performed the broad tasks. These findings are shown in the referenced table.

Sex of Workers by Broad Tasks Performed

In general, a higher percent of males than females had performed the several broad tasks. There was not a statistically significant association between sex of workers and any of the tasks performed. See Table 3-3 for the detail distribution.

Age of Workers by Broad Tasks Performed

None of the tasks showed statistical significance by the age of workers as shown in Table 3-4. A slightly higher percent of the workers age 30 to less than 40 than the youngest and oldest workers had performed tasks related to initial intervention and diagnosis. A slightly lower percent of the workers in the middle age category had performed treatment tasks.

Workers' Perception of Responsibility for Task Performance

As indicated in the preceding discussion, workers generally view treatment tasks as being the responsibility of other professional community resources. The following discussion is

Table 3-3
SEX OF WORKERS BY BROAD TASKS PERFORMED

Broad Tasks	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Interviewing child	41	85.4	111	78.2
Interviewing offender	38	79.2	97	68.3
Interviewing spouse	38	79.2	93	65.5
Gathering facts	39	81.3	102	71.8
Resolving crisis	39	81.3	95	66.9
Evaluate individual problems	37	77.1	96	67.6
Evaluate family problems	37	77.1	101	71.1
Develop case plan	41	85.4	103	72.5
Treatment-young child	29	60.4	70	49.3
Treatment-offender	26	54.2	62	43.7
Treatment-spouse	24	50.0	61	43.0
Treatment-family	29	60.4	75	52.8
Treatment-older child	23	47.9	64	45.1
Total	48		142	

Table 3-4
AGE OF WORKERS BY BROAD TASKS PERFORMED

Broad Tasks	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Interviewing child	89	79.5	42	84.0	22	71.0
Interviewing offender	75	67.0	38	76.0	23	74.2
Interviewing spouse	74	66.1	37	74.0	21	67.7
Gathering facts	80	71.4	39	78.0	23	74.2
Resolving crisis	80	71.4	34	68.0	22	71.0
Evaluate individual problems	80	71.4	34	68.0	21	67.7
Evaluate family problems	81	72.3	37	74.0	22	71.0
Develop case plan	84	75.0	41	82.0	21	67.7
Treatment-young child	64	57.1	19	38.0	16	51.6
Treatment-offender	55	49.1	21	42.0	13	41.9
Treatment-spouse	49	43.8	24	48.0	13	41.9
Treatment-family unit	59	52.7	27	54.0	19	61.3
Treatment-older child	49	43.8	24	48.0	16	51.6
Total	112		50		31	

devoted to the perception of responsibility for task performance by workers' position, sex, and age.

Position of Workers by Perception of Task Responsibility

While the association between workers' position and the perception of task performance responsibility was not statistically significant for any of the broad tasks included in the initial intervention processes, the data as shown in Table 3-5 revealed a somewhat disturbing finding. For two of the broad tasks--interviewing the offender and gathering facts from others--more than twenty percent of the experienced CPS caseworkers (N=44) indicated the responsibility should lie with some other community resource.

A higher percent of the intake workers and the CPS caseworkers considered the broad diagnostic tasks to be more appropriate to some other community resource. Only 16.7 percent of the supervisors (N=18), compared to 31.3 percent of the intake workers (N=16), 36.4 percent of the CPS caseworkers (N=44), and 33.0 percent of the general caseworkers (N=115) felt that the evaluation of individual problems was not a task appropriate to the public social agency. Similarly, 16.7 percent of the supervisors, 31.3 percent of the intake workers, 22.7 percent of the CPS caseworkers, and 17.4 percent of the general caseworkers gave this judgment for the evaluation of the family's problems. Most of the workers considered the development of a case plan as being appropriate to the agency.

Table 3-5

POSITION OF WORKERS BY PERCEPTION OF RESPONSIBILITY
FOR GENERAL TASKS PERFORMANCE

Task should be Major Responsibility of other Community Resources	Percent of Worker Indicating Should Be							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (Gen. Caseload)	
	No.	%	No.	%	No.	%	No.	%
Interviewing child	0	----	2	12.5	4	9.1	7	6.1
	1	20.0	0	----	1	25.0	2	7.1
Interviewing offender	2	11.1	2	12.5	11	25.0	22	19.1
	1	20.0	0	----	2	50.0	2	7.1
Interviewing spouse	2	11.1	0	----	4	9.1	11	9.6
	1	20.0	0	----	1	25.0	0	----
Gathering facts	2	11.1	2	12.5	9	20.5	19	16.5
	1	20.0	1	100.0	0	----	2	7.1
Resolving crisis	0	----	1	6.3	2	4.5	14	12.2
	0	----	0	----	0	----	1	3.6
Evaluate individual problems	3	16.7	5	31.3	16	36.4	38	33.0
	2	40.0	1	100.0	1	25.0	5	17.9
Evaluate family problems	3	16.7	5	31.3	10	22.7	20	17.4
	0	----	0	----	0	----	1	3.6
Develop case plan	2	11.1	1	6.3	4	9.1	6	5.2
	0	----	0	----	1	25.0	0	----
*Treatment-young child	6	33.3	7	43.8	33	75.0	60	52.2
	3	60.0	1	100.0	2	50.0	8	28.6
Treatment-offender	9	50.0	10	62.5	35	79.5	71	61.7
	2	40.0	1	100.0	3	75.0	13	46.4
Treatment-spouse	9	50.0	7	43.8	27	61.4	59	51.3
	2	40.0	1	100.0	3	75.0	12	42.9
**Treatment-family unit	4	22.2	9	56.3	28	63.6	57	49.6
	2	40.0	1	100.0	3	75.0	9	32.1
**Treatment-older child	7	38.9	8	50.0	32	72.7	62	53.9
	2	40.0	1	100.0	2	50.0	9	32.1
Total	18		16		44		115	
	5		1		4		28	

Top numbers and percentages based on experienced workers; bottom numbers and percentages based on inexperienced workers.

* χ^2 sig. <.01, 3 df

** χ^2 sig. <.05

In regards to perception of treatment responsibility, there was a statistically significant association between workers' position and tasks related to the young child, the family unit, and the older child, with CPS workers being the most likely to delegate responsibility to some other professional community resource.

In terms of providing treatment to the young child, three-fourths of the CPS caseworkers, compared to one-third of the supervisors, 43.8 percent of the intake workers, and 52.2 percent of the general caseworkers indicated the responsibility should belong to some other community agency. A similar pattern of findings was noted in regards to providing treatment to the family unit and the older child.

Sex of Workers by Perception of Task Responsibility

There was not a significant difference in males and females perception of task responsibility for any of the tasks. The task for which the greatest percentage difference existed is that of evaluating the family's problems--27.1 percent of the males and 16.9 percent of the females considered this task to be more appropriate to some other community resource. See Table 3-6 for the complete distribution.

Age of Workers by Perception of Task Responsibility

Presented in Table 3-7 is the perception of task responsibility by the age of workers. For the five broad initial intervention tasks, a higher percent of the workers under age 30

Table 3-6

SEX OF WORKERS BY PERCEPTION OF RESPONSIBILITY
FOR GENERAL TASKS PERFORMANCE

Task should be Major Responsibility of Other Community Resource(s)	Percent of Workers Indicating Should Be			
	Male		Female	
	No.	%	No.	%
Interviewing child	3	6.3	9	6.3
	1	10.0	3	12.0
Interviewing offender	10	20.8	27	19.0
	1	10.0	4	16.0
Interviewing spouse	6	12.5	10	7.0
	0	----	2	8.0
Gathering facts	8	16.7	24	16.9
	1	10.0	3	12.0
Resolving crisis	4	8.3	12	8.5
	0	----	1	4.0
Evaluate individual problems	18	37.5	44	31.0
	3	30.0	6	24.0
Evaluate family problems	13	27.1	24	16.9
	1	10.0	0	----
Develop case plan	1	2.1	11	7.7
	0	----	1	4.0
Treatment-young child	25	52.1	80	56.3
	4	40.0	10	40.0
Treatment-offender	31	64.6	94	66.2
	6	60.0	12	48.0
Treatment-spouse	23	47.9	79	55.6
	6	60.0	11	44.0
Treatment-family	22	45.8	74	52.1
	4	40.0	11	44.0
Treatment-older child	30	62.5	79	55.6
	5	50.0	9	36.0
Total	48		142	
	10		25	

Top numbers and percentages refer to experienced workers; the bottom to inexperienced workers. Percentages based on number of workers of each sex.

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1 OF 3

(N=112) than the other age groups considered gathering facts from others to be a task more appropriate to some other community resource. Slightly over twenty percent of the youngest workers, compared to ten percent of those age 30 but less than 40 (N=50) and 12.9 percent of the oldest workers (N=31) made this judgment. A higher percent of the two oldest groups than the youngest workers felt similarly for the task of interviewing the offender.

For the broad diagnostic task of evaluating the individual's problems, approximately one-third of the youngest workers and those in the middle age category, compared to 22.6 percent of the oldest workers indicated some other professional community resource should have the major responsibility. A high of 28.0 percent of the workers in the middle age category, compared to 17.9 percent of the youngest and 12.9 percent of the oldest, made this disposition for the task of evaluating the family's problems.

The greatest percentage differences for the treatment tasks relate to treatment of the young child and the family unit. In regards to the former, about 58.0 percent of the workers in the two youngest age brackets and 41.9 percent of the oldest workers indicated treatment is more appropriate to some other agency. About one-half of the youngest workers, 56.0 percent of those in the middle category, and 41.9 percent of the oldest gave this disposition for task responsibility in the treatment of the family unit. The complete distribution is shown in Table 3-7 which also includes the distribution for inexperienced workers.

Table 3-7

AGE OF WORKERS BY PERCEPTION OF RESPONSIBILITY
FOR GENERAL TASKS PERFORMANCE

Task should be major responsibility of other Community Resources	Percent of Worker Indicating Should Be					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Interviewing child	7	6.3	5	10.0	1	3.2
	2	10.0	1	7.1	1	25.0
Interviewing offender	18	16.1	12	24.0	7	22.6
	2	10.0	2	14.3	1	25.0
Interviewing spouse	7	6.3	6	12.0	4	12.9
	1	5.0	1	7.1	0	----
Gathering facts	23	20.5	5	10.0	4	12.9
	2	10.0	1	7.1	1	25.0
Resolving crisis	6	5.4	8	16.0	3	9.7
	0	----	0	----	1	25.0
Evaluate individual problems	38	33.9	17	34.0	7	22.6
	5	25.0	4	28.6	0	----
Evaluate family problems	20	17.9	14	28.0	4	12.9
	1	5.0	0	----	0	----
Develop case plan	8	7.1	3	6.0	2	6.5
	0	----	1	7.1	0	----
Treatment-young child	64	57.1	29	58.0	13	41.9
	11	55.0	3	21.4	0	----
Treatment-offender	72	64.3	34	68.0	19	61.3
	13	65.0	5	35.7	1	25.0
Treatment-spouse	59	52.7	27	54.0	16	51.6
	13	65.0	5	35.7	0	----
Treatment-family unit	57	50.9	28	56.0	13	41.9
	12	60.0	3	21.4	0	----
Treatment-older child	60	53.6	31	62.0	18	58.1
	11	55.0	3	21.4	0	----
Total	112		50		31	
	20		14		4	

Top numbers and percentages refer to experienced workers;
the bottom to inexperienced workers.

Training Needs of Workers in Broad Tasks

The overwhelming majority of experienced and inexperienced workers expressed a need for additional training to perform the broad tasks. Brief observation of Table 3-8 reveals that:

(1) among the responding workers, a slightly higher percent of the inexperienced than the experienced workers expressed the desire for additional training, (2) the experienced and inexperienced workers were somewhat less likely to respond to the question in relation to treatment tasks related training needs than to those related to initial intervention and diagnosis, and (3) the one task for which less than three-fourths of both groups of workers desired additional training was that of gathering facts from others.

Position of Workers by Training Needs
in Broad Task Areas

According to Table 3-9, the association between position of workers and the performance of two broad treatment tasks--treatment of the young child and treatment of the family unit--approached statistical significance at the .05 level. In regards to the former, 88.0 percent of the general caseworkers (N=115), about 71.0 percent of the supervisors (N=18) and CPS caseworkers (N=44), and 69.2 percent of the intake workers (N=16) desired additional task related training ($\chi^2=7.37897$, 3 df, significance = .0608). Well over eighty percent of the intake workers and the general caseworkers, 78.6 percent of the supervisors, and only two-thirds of the CPS caseworkers desired additional task related

Table 3-8

TRAINING NEEDS OF INEXPERIENCED AND EXPERIENCED
WORKERS IN BROAD TASK AREAS

Training Needs	Workers Indicating No Experience W/Sexual Abuse Cases				Training Needs Experience W/Sexual Abuse Cases			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Interviewing child	29	76.3 85.3	5	13.2 14.7	146	75.3 83.4	29	14.9 16.6
Interviewing offender	32	84.2 88.9	4	10.5 11.1	143	73.7 84.6	26	13.4 15.4
Interviewing spouse	30	78.9 85.7	5	13.2 14.3	130	67.0 77.8	37	19.1 22.2
Gathering facts	25	65.8 73.5	9	23.7 26.5	122	62.9 73.9	43	22.2 26.1
Resolving crisis	31	81.6 91.2	3	7.9 8.8	157	80.9 90.8	16	8.2 9.2
Evaluating indi- vidual problems	30	78.9 88.2	4	10.5 11.8	148	76.3 86.0	24	12.4 14.0
Evaluating family problems	25	65.8 78.1	7	18.4 21.9	145	74.7 86.3	23	11.9 13.7
Develop case plan	25	65.8 80.6	6	15.8 19.4	145	74.7 85.8	24	12.4 14.2
Treatment-young child	28	73.7 93.3	2	5.3 6.7	127	65.5 80.4	31	16.0 19.6
Treatment-offender	26	68.4 89.7	3	7.9 10.3	128	66.0 82.1	28	14.4 17.9
Treatment-spouse	24	63.2 85.7	4	10.5 14.3	118	60.8 75.6	38	19.6 24.4
Treatment-family	28	73.7 87.5	4	10.5 12.5	128	66.0 80.5	31	16.0 19.5
Treatment-older child	25	65.8 89.3	3	7.9 10.7	119	61.3 80.4	29	14.9 19.6
Total	38				194			

Top percentages refer to that related to all workers, e.g.,
N=38 and N=194.

Bottom refer to those responding.

training for treatment of the family unit ($\chi^2=6.57401$, 3 df, significance = .0868).

See the referenced table for the complete distribution. The distribution for the inexperienced workers is also included.

Sex of Workers by Training Needs
in Broad Task Areas

In general, a higher percent of females than males indicated a desire for additional training to perform the broad tasks. According to Table 3-10, there was a statistically significant association between sex of workers and the desire for training for the tasks of interviewing the spouse and gathering facts from others. In regards to the former, 65.9 percent of the experienced males and 83.1 percent of the females indicated the desire for additional training. Just over sixty percent of the males and 78.5 percent of the females desired additional training to perform the task of gathering facts from others.

Further observed in the referenced table is the finding that the highest percent of experienced males and females desired additional training to deal with immediate family problems resulting from the disclosure. The complete distribution for experienced and inexperienced workers is presented in the table.

Age of Workers by Training Needs
in Broad Task Areas

While there was not a statistically significant association between age of workers and tasks performed, there was a noteworthy pattern as shown in Table 3-11; namely, a higher percent of the

Table 3-9

POSITION OF WORKERS BY TRAINING NEEDS (BROAD TASKS)

Broad Tasks	Position of Worker															
	Supervisor				Intake/ Investigation				CPS Caseworker				Caseworker (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Interviewing Child	14	93.3	1	6.7	12	80.0	3	20.0	32	76.2	10	23.8	88	86.3	14	13.7
Interviewing Offender	4	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	20	80.0	5	20.0
Interviewing Spouse	12	85.7	2	14.3	13	86.7	2	13.3	31	77.5	9	22.5	86	86.9	13	13.1
Gathering Facts	5	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	22	84.6	5	15.4
Resolving Crisis	10	76.9	3	23.1	11	73.3	4	26.7	28	70.0	12	30.0	81	82.7	17	17.3
Eval. Individual Problems	4	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	21	80.8	5	19.2
Eval. Family Problems	12	85.7	2	14.3	12	80.0	3	20.0	28	71.8	11	26.2	70	72.9	26	27.1
Develop Case Plan	3	75.0	1	25.0	0	-----	1	100.0	4	100.0	0	-----	18	72.0	7	28.0
Treatment-Young Child	13	86.7	2	13.3	14	93.3	1	6.7	36	87.8	5	12.2	93	92.1	8	7.9
Treatment- Offender	4	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	22	88.0	3	12.0
Treatment- Spouse	14	87.5	2	12.5	9	69.2	4	30.8	33	82.5	7	17.5	92	90.2	10	9.8
Treatment-Family Child	5	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	20	83.3	4	16.7
Treatment-Older Child	15	100.0	0	-----	11	84.6	2	15.4	32	78.0	9	22.0	86	87.8	12	12.2
Total	4	100.0	0	-----	0	-----	1	100.0	4	100.0	0	-----	17	73.9	6	26.1
	11	91.7	1	8.3	10	76.9	3	23.1	34	79.1	9	20.9	90	90.0	10	10.0
	3	75.0	1	25.0	1	100.0	0	-----	4	100.0	0	-----	17	77.3	5	22.7
	10	71.4	4	28.6	9	69.2	4	30.8	27	71.1	11	28.9	81	88.0	11	12.0
	4	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	19	90.5	2	9.5
	12	85.7	2	14.3	11	73.3	4	26.7	27	75.0	9	25.0	78	86.7	12	13.3
	4	100.0	0	-----	1	100.0	0	-----	4	100.0	0	-----	17	85.0	3	15.0
	12	85.7	2	14.3	10	71.4	4	28.6	25	65.8	13	34.2	71	79.8	18	20.2
	4	100.0	0	-----	0	-----	1	100.0	4	100.0	0	-----	16	84.2	3	15.8
	11	78.6	3	21.4	12	85.7	2	14.3	26	66.7	13	33.3	78	85.7	13	14.3
	5	100.0	0	-----	0	-----	1	100.0	4	100.0	0	-----	19	86.4	3	13.6
	13	86.7	2	13.3	11	78.6	3	21.4	23	67.6	11	32.4	72	85.7	12	14.3
	4	100.0	0	-----	0	-----	1	100.0	4	100.0	0	-----	17	89.5	2	10.5
Total	18				16				44				115			
	5				1				4				28			

Top numbers and percentages refer to experienced workers, the bottom to inexperienced workers. Percentages are based on the number of responding workers in each positional category.

Table 3-10
SEX OF WORKERS BY TRAINING NEEDS
(BROAD TASKS)

Training on Broad Tasks	Sex of Worker							
	Male				Female			
	Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	
Interviewing child	35	79.5	9	20.5	110	85.9	18	14.1
	6	75.0	2	25.0	21	87.5	3	12.5
Interviewing offender	31	75.6	10	24.4	110	87.3	16	12.7
	8	80.0	2	20.0	22	91.7	2	8.3
*Interviewing spouse	27	65.9	14	34.1	103	83.1	21	16.9
	6	75.0	2	25.0	22	88.0	3	12.0
*Gathering facts	26	61.9	16	38.1	95	78.5	26	21.5
	5	62.5	3	37.5	18	75.0	6	25.0
Resolving crisis	42	91.3	4	8.7	113	90.4	12	9.6
	6	75.0	2	25.0	23	95.8	1	4.2
Evaluating individual problems	40	88.9	5	11.1	108	85.7	18	14.3
	7	77.8	2	22.2	21	91.3	2	8.7
Evaluating family problems	37	88.1	5	11.9	106	85.5	18	14.5
	5	62.5	3	37.5	19	86.4	3	13.6
Develop case plan	36	85.7	6	14.3	109	86.5	17	13.5
	5	71.4	2	28.6	19	86.4	3	13.6
Treatment-young child	32	76.2	10	23.8	94	82.5	20	17.5
	7	87.5	1	12.5	19	95.0	1	5.0
Treatment-offender	36	81.8	8	18.2	91	82.7	19	17.3
	6	85.7	1	14.3	19	95.0	1	5.0
Treatment-spouse	30	69.8	13	30.2	87	78.4	24	21.6
	5	71.4	2	28.6	18	94.7	1	5.3
Treatment-family	32	76.2	10	23.8	94	82.5	20	17.5
	7	77.8	2	22.2	19	95.0	1	5.0
Treatment-older child	33	75.0	11	25.0	85	83.3	17	16.7
	4	66.7	2	33.3	19	95.0	1	5.0
Total	48				142			
	10				25			

Top numbers and percentages refer to experienced workers, the bottom to inexperienced workers. Percentages are based on the number of responding workers.

* χ^2 sig. <.05, 1 df.

oldest workers (N=31) than the other age groups generally desired additional task related training. Workers age 30 but less than 40 (N=50) were the least likely to indicate training needs.

For training in relation to the treatment of the spouse, the association approached statistical significance ($\chi^2=5.10991$, 2 df, significance = .077). Slightly more than ninety percent of the oldest workers, 76.1 percent of the youngest, and two-thirds of the workers in the middle bracket indicated a desire for additional task related training.

Influence of Training on the Perception of Task Responsibility

It was noted in a previous section that a high of near one-third the experienced workers and slightly more than forty percent of the inexperienced workers indicated they would prefer not to work with child sexual abuse cases. Earlier in the present section data were presented which suggest that workers generally view treatment tasks as being the major responsibility of some other professional community resource. To a lesser extent this view pertained to some aspects of the diagnostic and intervention processes. This sub-section deals with a determination of the workers' readiness to perform broad tasks in child sexual abuse cases if adequate training is provided.

To make this determination, those workers indicating another community resource for task performance were asked to indicate which broad tasks they would not mind performing if they were provided adequate training.

Table 3-11

AGE OF WORKERS BY TRAINING NEEDS (BROAD TASKS)

Training on Broad Tasks	Age of Worker											
	<30				30<40				40 or more			
	Experienced		Inexperienced		Experienced		Inexperienced		Experienced		Inexperienced	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Interviewing child	89	84.0	17	89.5	36	78.3	9	75.0	21	95.5	3	100.0
Interviewing offender	17	16.0	2	10.5	10	21.7	3	25.0	1	4.5	0	-----
Interviewing spouse	87	85.3	18	90.0	35	77.8	11	84.6	20	95.2	3	100.0
Gathering facts	15	14.7	2	10.0	10	22.2	2	15.4	3	4.8	0	-----
Resolving crisis	78	77.2	16	84.2	32	72.7	11	84.6	20	95.2	3	100.0
Evaluate individual problems	23	22.8	3	15.8	12	27.3	2	15.4	1	4.8	0	-----
Evaluate family problems	73	73.7	13	73.7	31	67.4	8	66.7	18	94.7	3	100.0
Develop case plan	26	26.3	5	26.3	15	32.6	4	33.3	1	5.3	0	-----
Treatment-young child	92	89.3	17	89.5	40	90.9	11	91.7	24	96.0	3	100.0
Treatment-offender	11	10.7	2	10.5	4	9.1	1	8.3	1	4.0	0	-----
Treatment-spouse	87	83.7	17	89.5	35	87.5	10	83.3	26	96.3	3	100.0
Treatment-family unit	17	16.3	2	10.5	5	12.5	2	16.7	1	3.7	0	-----
Treatment-older child	83	84.7	13	72.2	37	84.1	9	81.8	24	96.0	3	100.0
Total Workers	15	15.3	5	27.8	7	15.9	2	18.2	1	4.0	0	-----
	84	83.2	14	77.8	39	90.7	9	81.8	22	91.7	2	100.0
	17	16.8	4	22.2	4	9.3	2	18.2	2	8.3	0	-----
	77	79.4	15	93.8	28	75.7	10	90.9	22	95.7	3	100.0
	20	20.6	1	6.3	9	24.3	1	9.1	1	4.3	0	-----
	79	84.0	14	87.5	27	73.0	9	90.0	22	91.7	3	100.0
	15	16.0	2	12.5	10	27.0	1	10.0	2	8.3	0	-----
	70	76.1	13	81.3	26	66.7	9	90.0	22	91.7	2	100.0
	22	23.9	3	18.8	13	33.3	1	10.0	2	8.3	0	-----
	74	79.6	15	88.2	29	70.7	10	83.3	24	100.0	3	100.0
	19	20.4	2	11.8	12	29.3	2	16.7	0	-----	0	-----
	67	79.8	13	86.7	28	73.7	9	90.0	24	96.0	3	100.0
	17	20.2	2	13.3	10	26.3	1	10.0	1	4.0	0	-----
	112		20		50		14		31		4	

Percentages are based on the number of responding workers in each age category. Top numbers and percentages refer to yes responses, the bottom to no responses.

Two observations can be made from Table 3-12; namely, for the majority of the tasks, slightly more than fifty percent of the workers wanted the responsibility for any of the tasks indicated as being within the domain of another community resource, and experienced workers were generally more likely than the inexperienced workers to indicate a readiness to assume such tasks with adequate training. See the referenced table for the complete distribution.

Position of Workers by the Readiness
to Perform Tasks

According to Table 3-13, a higher percent of the experienced CPS caseworkers than the other groups of workers indicated a readiness to perform broad treatment tasks with adequate training. In terms of providing treatment to the very young child, 60.6 percent of the CPS caseworkers (N=44), 53.3 percent of the general caseworkers (N=115), one-third of the supervisors (N=18), and 28.6 percent of the intake workers (N=16) indicated a readiness to perform with adequate training.

A similar pattern of findings was noted in relation to treatment of the offender, the "uninvolved" spouse, the family unit, and the older child. However, a higher percent of the supervisors (55.6 percent) and the intake workers (40.0 percent) indicated a readiness to perform treatment tasks with the offender than with the very young child. Similarly, 57.1 percent of the supervisors and 37.5 percent of the intake workers indicated a readiness to perform treatment tasks with the older child.

Table 3-12

WORKERS INDICATING TASKS WOULDND'T MIND PERFORMING
IF ADEQUATELY TRAINED-INEXPERIENCED/EXPERIENCED

Broad Tasks	Workers Indicating Wouldn't Mind Performing					
	No Experience w/Sexual Abuse Cases		Experience w/ Sexual Abuse Cases			
	No.	%	No.	%		
Interviewing child	(4)	1	25.0 2.6	(13)	4	30.8 2.1
Interviewing offender	(5)	0	----- -----	(37)	18	48.6 9.3
Interviewing spouse	(2)	0	----- -----	(17)	9	52.9 4.6
Gathering facts	(4)	1	25.0 2.6	(32)	5	15.6 2.6
Resolving crisis	(1)	1	100.0 2.6	(17)	12	70.6 6.2
Evaluating individual problems	(9)	2	22.2 5.3	(62)	29	46.8 14.9
Evaluating family problems	(1)	1	100.0 2.6	(38)	19	50.0 9.8
Develop case plan	(1)	1	100.0 2.6	(13)	7	53.8 3.6
Treatment-young child	(14)	5	35.7 13.2	(106)	56	52.8 28.9
Treatment-offender	(19)	7	36.8 18.4	(125)	67	53.6 34.5
Treatment-spouse	(18)	7	38.9 18.4	(102)	56	54.9 28.9
Treatment-family	(15)	5	33.3 13.2	(98)	57	58.2 29.4
Treatment-older child	(14)	6	42.9 15.8	(109)	60	55.0 30.9

N=38

N=194

No. within parenthesis = no. indicating other community resource(s).
Top percentages based on same. Bottom percentages based on N
for each group of workers.

Table 3-13

POSITION OF WORKERS BY READINESS TO PERFORM TASKS

Task should be Major Responsi- bility of other Community Resources	Position of Worker											
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (Gen. Caseload)					
	No.	%	No.	%	No.	%	No.	%	No.	%		
Interviewing child	(0)	0	----	(2)	0	----	(4)	2	50.0	(7)	2	28.6
	(1)	0	----	(0)	0	----	(1)	0	----	(2)	1	50.0
Interviewing offender	(2)	1	50.0	(2)	1	50.0	(11)	4	36.4	(22)	12	54.5
	(1)	0	----	(0)	0	----	(2)	0	----	(2)	0	----
Interviewing spouse	(2)	1	50.0	(0)	0	----	(4)	3	75.0	(11)	5	45.5
	(1)	0	----	(0)	0	----	(1)	0	----	(0)	0	----
Gathering facts	(2)	0	----	(2)	0	----	(9)	1	11.1	(19)	4	21.0
	(1)	0	----	(1)	1	100.0	(0)	0	----	(2)	0	----
Resolving crisis	(0)	0	----	(1)	1	100.0	(2)	2	100.0	(14)	7	50.0
	(0)	0	----	(0)	0	----	(0)	0	----	(1)	0	----
Evaluate individual problems	(3)	3	100.0	(5)	4	80.0	(16)	6	37.5	(38)	16	42.1
	(2)	0	----	(1)	1	100.0	(1)	0	----	(5)	1	20.0
Evaluate family problems	(3)	3	100.0	(5)	4	80.0	(10)	3	30.0	(20)	9	45.0
	(0)	0	----	(0)	0	----	(0)	0	----	(1)	0	----
Develop case plan	(2)	1	50.0	(1)	0	----	(4)	0	----	(6)	6	100.0
	(0)	0	----	(0)	0	----	(1)	0	----	(0)	0	----
Treatment-young child	(6)	2	33.3	(7)	2	28.6	(33)	20	60.6	(60)	32	53.3
	(3)	1	33.3	(1)	1	100.0	(2)	1	50.0	(8)	2	25.0
Treatment-offender	(9)	5	55.6	(10)	4	40.0	(35)	21	60.0	(71)	37	52.1
	(2)	1	50.0	(1)	1	100.0	(3)	1	33.3	(13)	4	30.8
Treatment-spouse	(9)	3	33.3	(7)	2	28.6	(27)	17	63.0	(59)	34	57.6
	(2)	1	50.0	(1)	0	----	(3)	1	33.3	(12)	5	41.7
Treatment-family unit	(4)	1	25.0	(9)	4	44.4	(28)	18	64.3	(57)	34	59.6
	(2)	1	50.0	(1)	0	----	(3)	1	33.3	(9)	3	33.3
Treatment-older child	(7)	4	57.1	(8)	3	37.5	(32)	20	60.6	(62)	33	53.2
	(2)	1	50.0	(1)	0	----	(2)	1	50.0	(9)	4	44.4
Total		18			16			44			115	
		5			1			4			28	

Top numbers and percentages refer to experienced workers;
bottom numbers and percentages refer to inexperienced workers.
Numbers within parentheses = no. indicating other community resource.

The complete distribution is shown in Table 3-13 which also includes the distribution for the inexperienced workers.

Sex of Workers by the Readiness to Perform Tasks

Of the experienced males indicating the initial intervention task of interviewing the spouse should be the responsibility of some other community resource (N=6), a third said that with adequate training they would be willing to perform the task compared to 70.0 percent of the females (N=10).

A similar percentage of males and females indicated a readiness to perform treatment tasks with the young child, the offender, the family unit, and the older child. A slightly higher percent of the females (45 or 57.0 percent of 79 indicating treatment of the spouse should be the major responsibility of some other community resource) than the males (11 or 47.8 percent of 23) indicated a readiness to provide treatment to the spouse.

See Table 3-14 which presents the complete distribution for experienced and inexperienced workers.

Age of Workers by the Readiness to Perform Tasks

In relation to the broad initial intervention task of interviewing the offender, a higher percent of the workers age 40 and above (6 or 85.7 percent of the 7 indicating task should be the major responsibility of some other community resource) than the workers age 30 but less than 40 (50.0 percent, N=12) and those under age 30 (33.3 percent, N=18) indicated a readiness to perform with adequate training. A higher percent of the workers in

Table 3-14

SEX OF WORKERS BY READINESS TO PERFORM TASKS

Task should be Major Responsibility of other Community Resources	Percent of Workers			
	Male		Female	
	No.	%	No.	%
Interviewing child	(3)	1 33.3	(9)	3 50.0
	(1)	1 100.0	(3)	0 ----
Interviewing offender	(10)	5 50.0	(27)	13 48.1
	(1)	0 ----	(4)	0 ----
Interviewing spouse	(6)	2 33.3	(10)	7 70.0
	(0)	0 ----	(2)	0 ----
Gathering facts	(8)	2 25.0	(24)	3 12.5
	(1)	1 100.0	(3)	0 ----
Resolving crisis	(4)	2 50.0	(12)	9 75.0
	(0)	0 ----	(1)	1 100.0
Evaluate individual problems	(18)	9 50.0	(44)	20 45.5
	(3)	2 66.7	(6)	0 ----
Evaluate family problems	(13)	7 53.8	(24)	12 50.0
	(1)	0 ----	(0)	0 ----
Develop case plan	(1)	1 100.0	(11)	6 54.4
	(0)	0 ----	(1)	1 100.0
Treatment-young child	(25)	13 52.0	(80)	43 53.8
	(4)	1 25.0	(10)	4 40.0
Treatment-offender	(31)	18 58.1	(94)	49 52.1
	(6)	2 33.3	(12)	5 41.7
Treatment-spouse	(23)	11 47.8	(79)	45 57.0
	(6)	2 33.3	(11)	5 45.5
Treatment-family	(22)	13 59.1	(74)	44 59.5
	(4)	0 ----	(11)	5 45.5
Treatment-older child	(30)	17 56.7	(79)	43 54.4
	(5)	1 20.0	(9)	5 55.6
Total		48		142
		10		25

Top numbers and percentages refer to experienced workers, the bottom to inexperienced. Numbers within parentheses represent those indicating the task should be the major responsibility of some other community resource. Other numbers represent those with a readiness to perform the task if adequately trained; percentages based on same.

the middle age bracket (83.3 percent, N=6) than the oldest (50.0 percent, N=4) and the youngest (28.6 percent, N=7) indicated a readiness to perform the task of interviewing the spouse. A higher percent of the youngest workers indicated a readiness to perform the task of resolving immediate family crises. See Table 3-15 for the detail distribution.

In regards to the broad diagnostic tasks, a higher percent of the oldest workers than those in the middle bracket and the youngest indicated that with training they would not consider each of the three tasks to be the major responsibility of some other community resource.

In general, workers in the middle age category were the least likely to assume the responsibility for treatment tasks considered the domain of some other community resource even with adequate training. See the referenced table.

Summary of Major Findings*

Broad Tasks Performed

1. Considerably less than 100.0 percent of the experienced workers indicated having performed each of the broad tasks. Slightly more than 70.0 percent of the workers had performed broad initial intervention tasks and tasks related to the diagnostic processes; and less than 50.0 percent had performed broad treatment tasks.
2. Intake workers and CPS caseworkers were generally more likely than general caseworkers and supervisors to have performed broad tasks in the initial intervention stage.

*Unless otherwise indicated, findings refer to data relating to experienced workers.

Table 3-15

AGE OF WORKERS BY READINESS TO PERFORM TASKS

Task should be Major Responsibility of other Community Resources	Percent of Worker								
	<30		30<40		40+				
	No.	%	No.	%	No.	%			
Interviewing child	(7)	2	28.6	(5)	2	40.0	(1)	0	----
	(2)	1	50.0	(1)	0	----	(1)	0	----
Interviewing offender	(18)	6	33.3	(12)	6	50.0	(7)	6	85.7
	(2)	0	----	(2)	0	----	(1)	0	----
Interviewing spouse	(7)	2	28.6	(6)	5	83.3	(4)	2	50.0
	(1)	0	----	(1)	0	----	(0)	0	----
Gathering facts	(23)	3	13.0	(5)	1	20.0	(4)	1	25.0
	(2)	1	50.0	(1)	0	----	(1)	0	----
Resolving crisis	(6)	5	83.3	(8)	6	75.0	(3)	1	33.3
	(0)	0	----	(0)	0	----	(1)	0	----
Evaluate individual problems	(38)	14	36.8	(17)	9	52.9	(7)	6	85.7
	(5)	1	20.0	(4)	1	25.0	(0)	0	----
Evaluate family problems	(20)	10	50.0	(14)	5	35.7	(4)	4	100.0
	(1)	0	----	(0)	0	----	(0)	0	----
Develop case plan	(8)	3	37.5	(3)	2	66.7	(2)	2	100.0
	(0)	0	----	(1)	1	100.0	(0)	0	----
Treatment-young child	(64)	37	57.8	(29)	11	37.9	(13)	8	61.5
	(11)	4	36.4	(3)	1	33.3	(0)	0	----
Treatment-offender	(72)	44	61.1	(34)	12	35.3	(19)	11	57.9
	(13)	5	38.5	(5)	2	40.0	(1)	0	----
Treatment-spouse	(59)	37	62.7	(27)	11	40.7	(16)	8	50.0
	(13)	4	30.8	(5)	3	60.0	(0)	0	----
Treatment-family	(57)	41	71.9	(28)	9	32.1	(13)	7	53.8
	(12)	4	33.3	(3)	1	33.3	(0)	0	----
Treatment-older child	(60)	36	60.0	(31)	12	38.7	(18)	12	66.7
	(11)	4	35.4	(3)	2	66.7	(0)	0	----
Total		112		50		31			

Top numbers and percentages refer to experienced workers, the bottom to inexperienced. Numbers within parentheses represent those indicating the task should be the major responsibility of some other community resource. Other numbers represent those with a readiness to perform the task if adequately trained; percentages based on same.

There was a statistically significant association between workers' position and the broad initial intervention tasks of interviewing the "uninvolved" spouse and dealing with immediate crises resulting from the disclosure.

A slightly higher percent of the supervisors had performed tasks related to the diagnostic processes--85.2 percent compared to about 81.0 percent of the intake workers and CPS caseworkers and just under two-thirds of the general caseworkers.

Intake workers (60.0 percent) and CPS caseworkers (59.5 percent) were more likely than supervisors (51.1 percent) and general caseworkers (42.3 percent) to have performed in the five broad treatment task areas. There was a statistically significant association between workers' position and the provision of treatment to the spouse.

3. In general, a higher percent of males than females had performed the several broad tasks.
4. A slightly higher percent of the workers age 30 but less than 40 had performed initial intervention and diagnostic tasks. A similar percentage of each age group had performed the broad treatment tasks.

Perception of Responsibility for Task Performance

1. More than 20.0 percent of the CPS caseworkers felt that the tasks of interviewing the offender and gathering facts from others should be the major responsibility of some other community resource.

Supervisors were the least likely to consider the broad diagnostic tasks as being more appropriate to some other professional community agency(s). About one-third of all the groups, with the exception of supervisors (16.7 percent) considered the task of evaluating the individual's problems the major responsibility of others. All of the groups generally considered the task of developing a case plan as the proper domain for the public social agency.

In regards to perception of treatment responsibility, there was a statistically significant association between workers' position and tasks related to the young child, the family unit, and the older child, with CPS caseworkers being the most likely to delegate responsibility to some other professional community resource.

2. There was not a significant difference between the perceptions of male and female workers. The task for which the greatest percentage difference existed is that of evaluating the family's problems--27.1 percent males and 16.9 percent females considered the task more appropriate to some other community resource.

A higher percent of the inexperienced males and females indicated that the task of interviewing the child should be the major responsibility of some other community resource.

Inexperienced males were more likely than the experienced males and the inexperienced females to make a similar judgment regarding providing treatment to the spouse.

3. There was not a statistically significant association between workers' age and perception of responsibility for any of the tasks. The response pattern suggests, however, that workers under the age of thirty were the most likely age group to consider gathering facts from others to be more appropriate to some other agency(s). Workers age 30 and above were more likely to make this judgment regarding the task of interviewing the offender.

The oldest workers were the least likely to make this judgment regarding the broad diagnostic and treatment tasks.

Tasks Related Training Needs

1. The overwhelming majority of experienced and inexperienced workers indicated a desire for additional training to perform the broad tasks.
2. The association between workers' position and the expressed desire for additional training to perform the broad initial intervention tasks was not statistically significant. Surprisingly, however, was the finding that a lower percent of the CPS caseworkers indicated a desire for additional task related training.

Over eighty percent of the supervisors and CPS caseworkers, slightly more than ninety percent of the general caseworkers, and less than seventy percent of the intake workers desired additional training to perform the broad diagnostic task of evaluating individual's problems. A higher percent of the supervisors and general caseworkers

desired additional training to perform the tasks of evaluating the family's problems and developing a case plan.

Statistical tests approached significance at the .05 level for the broad tasks of providing treatment to the young child and the family unit. In general, a higher percent of the general caseworkers desired additional training to perform treatment tasks.

3. There was a statistically significant association between sex of workers and the desire for training to perform the initial intervention tasks of interviewing the spouse and gathering facts from others. In regards to the former, 65.9 percent of the experienced males and 83.1 percent of the females desired task related training. Just over sixty percent of the males and 78.5 percent of the females desired additional training to perform the task of gathering facts from others.
4. There was not a statistically significant association between age of workers and the desire for additional task related training. In general, a higher percent of the oldest workers (age 40 and above) indicated a desire for such training.

Influence of Training on the Perception of Responsibility for Task Performance

1. For the majority of the broad tasks, slightly more than 50.0 percent of the workers wanted the responsibility for any of the tasks indicated as being the major responsibility of some other community resource.

Experienced workers were generally more likely than inexperienced workers to indicate a readiness to perform the tasks with adequate training.

2. Perhaps the most important observation to be made in regards to the position of workers and the readiness to perform broad initial intervention tasks with adequate training is the finding that, while more than twenty percent of the CPS caseworkers indicated the tasks of interviewing the offender and gathering facts from others should be the major responsibility of some other community resource, only 36.4 percent of those were influenced by the notion of adequate training to assume responsibility for the former task and 11.1 percent the latter.

While a relatively small percentage of the supervisors (16.7 percent) indicated the broad diagnostic tasks of evaluating the individual's problems and evaluating the family's problems should be performed by another agency, all of those workers were influenced by the provision of adequate training. A high of 80.0 percent of the intake workers, who felt the above two tasks were more appropriate to some other community resource (31.3 percent for both tasks), indicated a readiness to perform the tasks if they were provided adequate training. This degree of readiness to perform these tasks was not found for the CPS caseworkers and the general caseworkers. For the task of evaluating the individual's problems, 36.4 percent of the CPS caseworkers and 33.0 percent of the general caseworkers felt the major task performance responsibility should belong to some other agency. Of these, only 37.5 percent of the CPS caseworkers and 42.1 percent of the general caseworkers were influenced by the notion of adequate training. Similar findings were noted for the task of evaluating the family's problems.

CPS caseworkers and general caseworkers were the most likely to change their perception of task performance responsibility for treatment with adequate training.

3. In relation to the sex of workers and the readiness to assume initial intervention tasks, only one-third of the males compared to 70.0 percent of the females who indicated the task of interviewing the spouse was more appropriate to some other community resource were influenced by the notion of adequate training.

There were no major differences in the readiness of males and females to assume responsibility for broad diagnostic tasks.

There were no major differences in the readiness of males and females to assume responsibility for treatment. However, a slightly higher percent of the females (57.0 percent) than the males (47.8 percent) were influenced by the notion of training to provide treatment to the spouse.

4. There was an interesting pattern to the indicated willingness to assume the responsibility for broad initial intervention tasks by the workers' age. A higher percent of the oldest workers (85.7 percent) than those age 30 but less than 40 (50.0 percent) and the youngest workers (33.3 percent) rendered a positive inclination in regards to the task of interviewing the offender. Workers in the middle age bracket (83.3 percent) were

more likely than the youngest (28.6 percent) and the oldest (50.0 percent) to indicate a readiness to perform the task of interviewing the spouse if adequately trained. The youngest workers (83.3 percent) were more likely than those in the middle age bracket (75.0 percent) and those age 40 and above (33.3 percent) to perform crisis resolution tasks.

The oldest workers were the most likely group of workers to render a positive inclination in regards to the broad diagnostic tasks.

In general, workers in the middle age category were the least likely to indicate a willingness to assume responsibility for treatment tasks considered the domain of some other community resource even with adequate training.

SECTION 4

SPECIFIC TREATMENT TASKS AND RELATED TRAINING NEEDS IN WORKING WITH THE SEXUALLY ABUSED CHILD

Specific Treatment Tasks Performed in Working with the Child

Unless there is a very well executed case management plan in operation and/or unless some identified workers have the responsibility for performing specific tasks in all child sexual abuse cases, there is cause for some concern in regards to the extent to which such children are presently being helped. Observation of Table 4-1 reveals several disturbing findings in regards to the specific tasks experienced workers have performed or have not performed in working with the sexually abused child:

1. The needs of all sexually abused children, as coping beings, are not being met;
2. Too few workers have been engaged in tasks designed to stabilize the child in intra-familial and peer relationships; and
3. The greatest number of workers have generally had involvement in "housekeeping" chores, e.g., interviewing the child, finding placement.

In relation to the first of the three general findings, observation of the referenced table indicates that only 45.9 percent of all the experienced workers (N=194) had performed the task of aiding in the removal of self destructive behavior; 44.3 percent had helped teenagers eliminate the tendency to sexualize all relationships; 45.9 percent had assisted the child with feelings when the offender is forced to leave the family, and

Table 4-1
 SPECIFIC TASKS PERFORMED IN WORKING
 WITH THE CHILD

Tasks	Have Performed?	
	No.	%
Encourages child to talk	148	76.3
Assist in removing guilt	151	77.8
Helps child to gain insight to family problems	111	57.2
Assists child in coming to grips with self	118	60.8
Aids in removal of self destructive behavior	89	45.9
Helps child understand family role relationship	104	53.6
Helps adolescent develop appropriate peer relationships	104	53.6
Helps teenager eliminate tendency to sexualize all relationships	86	44.3
Assists child in family adjustment after discovery	112	57.7
Marshalls community resources	118	60.8
Helps child positive image	132	68.0
Helps child re-adjust after removal	107	55.2
Assists in dealing w/siblings	100	51.5
Assists with feelings/offender forced from home	89	45.9
Finds placement	135	69.6
Provides family planning counseling	125	64.4
Helps to adjust to placement	110	56.7
Helps understand parent's failure to protect	94	48.5
Helps deal with peer/community pressures	100	51.5
Helps deal with negative attitude-uninvolved parent	92	47.4

Each item and percentages based on N=194 (Experienced Workers)

47.4 percent had helped the child in dealing with negative attitudes of the "uninvolved" spouse.

Following the disclosure of child sexual abuse in the family, there is an apparent need for interveners to assist in stabilizing the adolescent in intra-familial and peer relationships. According to the findings, some basic tasks relevant to these goals are not being performed in large measure unless such tasks are performed by other agency staff, e.g., foster care or through referral. In relation to intra-familial relationships, 57.7 percent of the workers indicated having assisted the child in family adjustment after discovery; 51.5 percent had assisted child in dealing with siblings; and only 48.5 percent had helped the child understand the failure of the parent to provide protection. Slightly more than 50.0 percent of the workers had helped adolescents develop appropriate peer relationships and helped the child deal with peer and/or community pressures.

Interestingly, however, was the finding that some "processing" tasks were performed by most workers. More than three-fourths of the workers had performed the task of interviewing the child. About 70.0 percent had found appropriate placement when the need was indicated.

Position of Workers by Specific Tasks Performed

For almost half of the specific tasks there was a highly statistically significant association between workers' position and the tendency to perform the task. According to Table 4-2,

slightly less than two-thirds of the experienced CPS caseworkers (N=44) had aided in the removal of self-destructive behavior. Just over 40.0 percent of the intake workers (N=16), 38.3 percent of the generalists (N=115), and one-half of the supervisors (N=18) had performed this task. The association was statistically significant, <.05 level of confidence.

The association between workers' position and the tendency to perform the task of helping the teenager eliminate the tendency to sexualize all relationships was statistically significant. While slightly more than 70.0 percent of the supervisors had performed the task, just over one-half of the CPS caseworkers and less than forty percent the intake workers and general caseworkers had done so.

In relation to further support for the concern that the needs of all sexually abused children, as coping beings, are not being met, similar findings are noted for the tasks of assisting the child with feelings when the offender is forced to leave the family and in dealing with negative attitudes of the uninvolved parent/substitute. In each instance, the association was statistically significant, <.01 level. In regards to the former task, just under 70.0 percent of the intake workers, less than 60.0 percent of the supervisors and CPS caseworkers, and slightly more than a third of the general caseworkers had performed. About two-thirds of the supervisors and CPS caseworkers, 43.8 percent of the intake workers, and 37.4 percent of the general caseworkers indicated having performed the latter task.

Table 4-2

SPECIFIC TASKS PERFORMED IN WORKING WITH THE CHILD
BY POSITION OF WORKER

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
Encourages child to talk	14	77.8	16	100.0	36	81.8	82	71.3
Removing guilt	16	88.9	14	87.5	39	88.6	81	70.4
Helps child gain insight of family problems	12	66.7	10	62.5	31	70.5	58	50.4
*Assists child in coming to grips w/self	15	83.3	11	68.8	31	70.5	61	53.0
*Aids in removal of self- destructive behavior	9	50.0	7	43.8	29	65.9	44	38.3
Helps child understand family role relationships	10	55.6	9	56.3	30	68.2	55	47.8
Helps child develop appro- priate peer relationships	12	66.7	10	62.5	28	63.6	54	47.0
*Helps teenager eliminate tendency to sexualize all relationships	13	72.7	6	37.5	23	52.3	44	38.3
**Assists child in family adjustment	13	72.7	14	87.5	29	65.9	55	47.8
*Marshalls community resources	11	61.1	13	81.3	32	72.7	61	53.0

Table 4-2 Cont.

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
Positive self-image	15	83.3	11	68.8	34	77.3	72	62.6
*Readjust after removal	10	55.6	12	75.0	30	68.2	55	47.8
Dealing w/siblings	11	61.1	10	62.5	27	61.4	52	45.2
**Feelings/offender forced from home	10	55.6	11	68.8	26	59.1	41	35.7
*Finds placement	15	83.3	13	81.3	36	81.8	71	61.7
Family planning counseling	13	72.2	11	68.8	34	77.3	66	57.4
Adjust to placement	8	44.4	10	62.5	31	70.5	61	53.0
Parents' failure to protect	9	50.0	9	56.3	28	63.6	47	40.9
Peer/community pressures	9	50.0	9	56.3	27	61.4	54	47.0
**Negative attitude of uninvolved spouse	12	66.7	7	43.8	30	68.2	43	37.4
Total	18		16		44		115	

* χ^2 sig. <.05, 3 df** χ^2 sig. <.01

In terms of intra-familial relationships, there was a statistically significant association between workers' position and task performance for the task of assisting the child in family adjustment after disclosure. Just under three-fourths the supervisors, a high of 87.5 percent of the intake workers, slightly less than two-thirds the CPS caseworkers, and 47.8 percent of the general caseworkers had performed the task. The association approached significance for the task of helping the child understand the parents' failure to provide protection ($\chi^2=7.11297$, 3 df, sig. = .0684). Half of the supervisors, 56.3 percent of the intake workers, 63.6 percent of the CPS caseworkers, and 40.9 percent of the general caseworkers had performed the task.

Similar findings were noted for the tasks related to assisting the child toward stabilized peer relations. Two-thirds of the supervisors, less than two-thirds of the intake workers and CPS caseworkers, and 47.0 percent of the general caseworkers had helped the child develop appropriate peer relationships. One-half the supervisors, 56.3 percent of the intake workers, 61.4 percent of the CPS caseworkers, and 47.0 percent of the general caseworkers indicated having helped the child deal with peer and/or community pressures. See Table 4-2 for the complete distribution.

Sex of Workers by Specific Tasks Performed

As noted in Table 4-3, a higher percent of male workers than female workers have performed specific treatment tasks with

sexually abused children. The association between sex of workers and task performance was statistically significant for four of the twenty treatment tasks which are discussed below.

For the task of helping the child develop appropriate peer relationships, 70.8 percent of the males (N=48) in comparison to only 48.6 percent of the females (N=142) indicated having performed.

Females were significantly less likely to have performed the task of helping in family adjustment after disclosure. Only 52.8 percent of the females in comparison to 70.8 percent of the males had performed the task. The association between sex of workers and the task of helping the child re-adjust after placement was statistically significant with males being more likely than females to have performed the task.

Surprisingly, a statistically significant association was found for the task of providing family planning counseling and information, with males being more likely to have performed. See the referenced table for the detail distribution.

Age of Workers by Specific Tasks Performed

According to Table 4-4, there was generally a higher percent of the workers age 40 and above who had performed the specific treatment tasks. Workers under the age of 30 were generally the least likely to have performed the tasks.

The association between age of workers and performance was statistically significant for two of twenty tasks; namely, encouraging child to talk/manage silent reactions and helps child

Table 4-3

SPECIFIC TASKS PERFORMED IN WORKING WITH
THE CHILD BY SEX OF THE WORKER

Tasks Performed	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Encourage child to talk	37	77.1	109	76.8
Removing guilt	37	77.1	110	77.5
Helps child gain insight of family problems	31	64.6	79	55.6
Assists child in coming to grips w/self	32	66.7	84	59.2
Aids in removal of self-destructive behavior	24	50.0	63	44.4
Helps child understand family role relationships	28	58.3	76	53.5
**Helps child develop appropriate peer relationships	34	70.8	69	48.6
Helps teenager eliminate tendency to sexualize all relationships	25	52.1	61	43.0
*Assists child in family adjustment	34	70.8	75	52.8
Marshalls community resources	34	70.8	81	57.0
Positive self-image	34	70.8	97	68.3
*Readjust after removal	34	70.8	72	50.7
Dealing w/siblings	29	60.4	70	49.3
Feelings/offender forced from home	25	52.1	63	44.4
Finds placement	35	72.9	99	69.7
*Family planning counseling	38	79.2	86	60.6
Adjust to placement	30	62.5	80	56.3
Parents' failure to protect	26	54.2	66	46.5
Peer/community pressures	29	60.4	69	48.6
Negative attitude of uninvolved spouse	26	54.2	66	46.5
Total	48		142	

* χ^2 sig. <.05, 1 df

** χ^2 sig. <.01

understand family role relationships. In regards to the former task, only 70.5 percent of the youngest workers (N=112) compared to 86.0 percent of those age 30 but less than 40 (N=50) and 83.9 percent of those 40 and above (N=31) indicated having performed. Only one-half of both of the groups under the age of 40, in comparison to just under three-fourths of those 40 and above, had helped the child understand family role relationships.

The association approached significance for the tasks of assisting the child to understand that she/he is not to blame/ removing or handling guilt and assisting the child in family adjustment after disclosure. In relation to the former, 72.3 percent of the youngest workers, 88.0 percent of those in the middle age bracket, and 80.6 percent of the oldest workers had performed ($\chi^2=5.08976$, 2 df, sig. = .0785). The latter task was performed by 50.9, 64.0, and 71.0 percent of the respective age groups ($\chi^2=5.16646$, 2 df, sig. = .0755). See the referenced table for the complete distribution.

Task Related Training Needs for Working
with the Sexually Abused Child

When considering task related training needs, some questions appear warranted. To what extent do workers respond to the question of whether or not additional training is desired? Is there an association between task performed and the expressed desire for additional training? Do experienced and inexperienced workers express similar training needs? This section of the report attempts to address such questions from elementary statis-

Table 4-4

SPECIFIC TASKS PERFORMED IN WORKING WITH THE CHILD
BY AGE OF WORKER

Tasks Performed	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
*Encourages child to talk	79	70.5	43	86.0	26	83.9
Removing guilt	81	72.3	44	88.0	25	80.6
Helps child gain insight of family problems	62	55.4	29	58.0	20	64.5
Assists child in coming to grips w/self	63	56.3	33	66.0	22	71.0
Aids in removal of self-destructive behavior	45	40.2	25	50.0	19	61.3
*Helps child understand family role relationships	56	50.0	25	50.0	23	74.2
Helps child develop appropriate peer relationships	59	52.7	25	50.0	20	64.5
Helps teenager eliminate tendency to sexualize all relationships	43	38.4	25	50.0	18	58.1
Assists child in family adjustment	57	50.9	32	64.0	22	71.0
Marshalls community resources	64	57.1	31	62.0	22	71.0
Positive self-image	73	65.2	35	70.0	24	77.4
Readjust after removal	62	55.4	25	50.0	20	64.5
Dealing w/siblings	54	48.2	26	52.0	20	64.5
Feelings/offender forced from home	45	40.2	27	54.0	16	51.6
Finds placement	73	65.2	38	76.0	24	77.4
Family planning counseling	69	61.9	35	70.0	20	64.5
Adjust to placement	63	56.3	27	54.0	20	64.5
Parents' failure to protect	50	44.6	23	46.0	20	64.5
Peer/community pressures	54	48.2	26	52.0	19	51.3
Negative attitude of uninvolved spouse	54	48.2	20	40.0	18	58.1
Total	112		50		31	

* χ^2 sig. <.05, 2 df

Percentages based on N workers experiencing sexual abuse cases.

tical analyses. The regional data will be subjected to additional analyses.

According to Table 4-5, a similar percentage of experienced and inexperienced workers responded to the questions in terms of the desire for additional training. Of the 20 specific task related training areas, four of them were responded to by 85.0 percent or more of the inexperienced workers; only two of the items were responded to by a similar percent of the experienced. Less than 80.0 percent of both groups responded to six items.

In terms of those workers responding, there were no significant differences between the experienced and the inexperienced workers in regards to their expressed desire for additional training for any of the items.

Reference to Table 4-1 and Table 4-5 is needed to make a determination regarding the tie between task performance and the desire for additional training. Findings from the two tables could conceptually fall into four categories:

1. Low levels of performance and expressed desire for training,
2. Low level of performance and high level of expressed desire for training,
3. High level of performance and low level of expressed desire for training, and
4. High levels of performance and expressed desire for training.

The cross analysis of the referenced two tables, however, yield only two of the four possible categories; namely, numbers one and two.

Table 4-5

TRAINING NEEDS RELATED TO SPECIFIC TASKS PERFORMED IN WORKING
WITH THE CHILD BY EXPERIENCE OF WORKERS

Specific Tasks	Workers Indicating Training Need							
	No Experience w/ Sexual Abuse Cases				Experience w/ Sexual Abuse Cases			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Encourages child to talk	27	71.1 81.8	6	15.8 18.2	138	71.1 81.7	31	16.0 18.3
Removing guilt	26	68.4 78.8	7	18.4 21.2	148	76.3 86.5	23	11.9 13.5
Insight-family problems	28	73.7 82.4	6	15.8 17.6	131	67.5 82.9	27	13.9 17.1
Come to grips w/self	29	76.3 87.9	4	10.5 12.1	140	72.2 85.9	23	11.9 14.1
Removal self-destructive behavior	30	78.9 93.8	2	5.3 6.3	139	71.6 87.4	20	10.3 12.6
Understand family role relationships	25	65.8 78.1	7	18.4 21.9	127	65.5 80.4	31	16.0 19.6
Develop appropriate peer relationships	27	71.1 84.4	5	13.2 15.6	132	68.0 82.5	28	14.4 17.5
Eliminate tendency to sexualize all relationships	28	73.7 87.5	4	10.5 12.5	140	72.2 87.5	20	10.3 12.5
Family adjustment	29	76.3 90.6	3	7.9 9.4	138	71.1 84.1	26	13.4 15.9
Marshall community resource(s)	22	57.9 71.0	9	23.7 29.0	145	54.1 70.0	45	23.2 30.0

Table 4-5 Cont.

Specific Tasks	Workers Indicating Training Need							
	No Experience w/ Sexual Abuse Cases				Experience w/ Sexual Abuse Cases			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Positive self-image	28	73.7 87.5	4	10.5 12.5	135	69.6 83.3	27	13.9 16.7
Re-adjust after removal	25	65.8 80.6	6	15.8 19.4	136	70.1 85.5	23	11.9 14.5
Dealing w/siblings	24	63.2 80.0	6	15.8 20.0	116	59.8 77.9	33	17.0 22.1
Feelings/offender forced from home	27	71.1 87.1	4	10.5 12.9	127	65.5 85.2	22	11.3 14.8
Finds placement	21	55.3 72.4	8	21.1 27.6	92	47.4 62.2	56	28.9 37.8
Family planning counseling	21	55.3 72.4	8	21.1 27.6	102	52.6 67.5	49	25.3 32.5
Adjust to placement	23	60.5 76.7	7	18.4 23.3	102	52.6 69.9	44	22.7 30.1
Parent's failure to protect	27	71.1 87.1	4	10.5 12.9	126	64.9 80.3	31	16.0 19.7
Peer/community pressures	26	68.4 89.7	3	7.9 10.3	125	64.4 82.2	27	13.9 17.8
Negative attitude of uninvolved spouse	27	71.1 90.0	3	7.9 10.0	132	68.0 84.6	24	12.4 15.4
Total	38				194			

Top percentages based on total N's, i.e., N=38 and N=194.
Bottom percentages based on number workers responding.

The four specific treatment tasks in which the experienced workers had low involvement and for which expressed desire for additional training was also at a low level can be categorized as tasks which are not generally viewed as "treatment" and as such may be less likely considered the proper domain of CPS services. The tasks are marshalling and coordinating community resources (60.8 performed, 70.0 percent desiring additional training), finding appropriate placement (69.6 and 62.2 percent), providing family planning counseling (64.4 and 67.5 percent), and helping the child adjust to a placement setting (56.7 and 69.9 percent).

For the remaining tasks, there was a low level of involvement for which the expressed desire for additional task related training was at a high level.*

Position of Workers by Task Related Training Needs

Findings from Table 4-2 and 4-6 have been analyzed to present a picture of the general relationship between levels of task performance and desire for additional training by workers' position as shown in Table 4-7. Observation of Table 4-7 suggests

*The designation of high level for involvement and/or training as a single entity was arbitrarily set at 80.0 percent or more of the workers. To determine the relationship between performance and training, two approaches were taken. If the percentage difference between performance and training was 18+, even if neither reached 80.0 percent, there was a designation of a high-low relationship. The second involved either the percentage for performance or training being at least 80.0 percent. Perhaps, a more logical procedure would involve one base, i.e., less than 80.0 percent as a designation of low level. This procedure will be given consideration prior to the writing of the regional report.

Table 4-6

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING WITH CHILD
BY POSITION OF WORKER

Training Needs	Position of Worker															
	Supervisors				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Encourages child to talk	10	76.9	3	23.1	8	61.5	5	38.5	34	81.0	8	19.0	86	86.0	14	14.0
	5	100.0	0	---	0	---	1	100.0	3	100.0	0	---	19	79.2	5	20.8
Removing guilt	12	92.3	1	7.7	12	80.0	3	20.0	37	86.0	6	14.0	87	87.9	12	12.1
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	17	70.8	7	29.2
Helps child gain insight of family problems	10	76.9	3	23.1	11	84.6	2	15.4	34	85.0	6	15.0	76	83.5	15	16.5
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	19	76.0	6	24.0
Assists child in coming to grips w/self	14	100.0	0	---	11	78.6	3	21.4	34	85.0	6	15.0	81	86.2	13	13.8
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	20	83.3	4	16.7
Aids in removal of self- destructive behavior	12	85.7	2	14.3	12	92.3	1	7.7	36	87.8	5	12.2	79	87.8	11	12.2
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	21	91.3	2	8.7
Helps child understand family role relationships	12	85.7	2	14.3	13	86.7	2	13.3	28	70.0	12	30.0	74	84.1	14	15.9
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	16	69.6	7	30.4
Helps child develop appro- priate peer relationships	12	85.7	2	14.3	12	80.0	3	20.0	29	70.7	12	29.3	79	88.8	10	11.2
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	18	78.3	5	21.7
Helps teenager eliminate tendency to sexualize all relationships	14	100.0	0	---	10	76.9	3	23.1	34	82.9	7	17.1	81	89.0	10	11.0
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	19	82.6	4	17.4
Assists child in family adjustment	12	85.7	2	14.3	9	69.2	4	30.8	34	85.0	6	15.0	83	86.5	13	13.5
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	20	87.0	3	13.0
Marshalls community resources	10	76.9	3	23.1	7	70.0	3	30.0	28	71.8	11	28.2	60	69.0	27	31.0
	3	60.0	2	40.0	1	100.0	0	---	3	100.0	0	---	15	68.2	7	31.8

Table 4-6 Cont.

Training Needs	Position of Worker															
	Supervisors				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Positive self-image	9	69.2	4	30.8	11	78.6	3	21.4	38	88.4	5	11.6	77	84.6	14	15.4
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	19	82.6	4	17.4
Readjust after removal	10	76.9	3	23.1	11	91.7	1	8.3	34	85.0	6	15.0	81	87.1	12	12.9
	3	75.0	1	25.0	1	100.0	0	---	3	100.0	0	---	18	78.3	5	21.7
Dealing w/siblings	9	75.0	3	25.0	9	69.2	4	30.8	28	75.7	9	24.3	70	81.4	16	18.6
	4	100.0	0	---	1	100.0	0	---	3	100.0	0	---	16	72.7	6	27.3
Feelings/offender forced from home	11	91.7	1	8.3	10	83.3	2	16.7	32	82.1	7	17.9	74	87.1	11	12.9
	5	100.0	0	---	1	100.0	0	---	3	100.0	0	---	18	81.8	4	18.2
Finds placement	5	41.7	7	58.3	6	50.0	6	50.0	23	60.5	15	39.5	58	68.2	27	31.8
	5	50.0	2	50.0	1	100.0	0	---	3	100.0	0	---	15	71.4	6	28.6
Family planning counseling	8	66.7	4	33.3	7	58.3	5	41.7	27	69.2	12	30.8	60	69.0	27	31.0
	2	50.0	2	50.0	1	100.0	0	---	3	100.0	0	---	15	71.4	6	28.6
Adjust to placement	5	45.5	6	54.5	7	77.8	2	22.2	27	69.2	12	30.8	63	73.3	23	26.7
	2	50.0	2	50.0	1	100.0	0	---	3	100.0	0	---	17	77.3	5	22.7
Parents' failure to protect	11	84.6	2	15.4	10	76.9	3	23.1	31	77.5	9	22.5	74	82.2	16	17.8
	3	75.0	1	25.0	1	100.0	0	---	3	100.0	0	---	20	87.0	3	13.0
Peer/community pressures	10	76.9	3	23.1	10	71.4	4	28.6	30	78.9	8	21.1	75	87.2	11	12.8
	4	100.0	0	---	1	100.0	0	---	3	100.0	0	---	18	85.7	3	14.3
Negative attitude of uninvolved spouse	15	93.8	1	6.3	13	92.9	1	7.1	31	77.5	9	22.5	73	85.9	12	14.1
	4	100.0	0	---	1	100.0	0	---	3	100.0	0	---	19	86.4	3	13.6
Total	18				16				44				115			
	5				1				4				28			

Top numbers and percentages based on experienced workers.
Bottom numbers and percentages based on inexperienced workers.

some differences, although not major, between the groups of workers in the level of performance and desired training needs for several tasks.

In general, all of the groups of workers can be categorized as being at a low involvement level, i.e., a relatively low percent indicating having performed the tasks. On the other hand, a high percent of each group expressed a desire for task related training for the majority of the tasks. For supervisors, there were eight tasks--six of which a low percent of the supervisors had performed and two of which a high percent had performed--for which a relatively low percent of the workers indicated a desire for additional task related training. Three of these tasks, as shown in Table 4-7, can be generally characterized as clearly "treatment" tasks but ones which, in the minds of workers, might involve inappropriate infringement on the family's right to privacy--to help the child gain insight into the family's problems apart from the sexual abuse, assist child in dealing with siblings, and help child toward a positive self-image. Four of the remaining five tasks--marshall and coordinate community resources, find appropriate placement, provide family planning counseling, and help child adjust to a placement setting--may be categorized as tasks not generally viewed as treatment.

There were ten tasks for intake workers for which a low percent indicated a desire for additional task related training. In addition to "non-treatment" type tasks, a low percent of the intake workers desired additional training to perform three tasks

Table 4-7

TABULAR PRESENTATION OF THE GENERAL RELATIONSHIP BETWEEN LEVELS OF TASK PERFORMANCE AND DESIRE FOR ADDITIONAL TRAINING BY POSITION OF WORKERS

Performance- Training Levels	Position of Workers			
	Supervisors	Intake/Investigation	CPS Caseworkers	Caseworkers (General Caseload)
LOW	Encourages child to talk Insight into family's problems Marshalls resources	Assist child in coming to grips w/self Positive self-image Deal with siblings	Family role relationships Appropriate role rela- tionships Marshalls resources	Marshalls resources Finds placement Provide family planning counseling
LOW	Deal with siblings Provide family plan- ning counseling Adjust to placement	Provide family plan- ning counseling Adjust to placement Peer/community pres- sures	Deal with siblings Provide family plan- ning counseling Adjust to placement Parents' failure to protect	Encourage child to talk Removing guilt Insight into family's problems Assist child in coming to grips w/self
LOW	Remove self-destructive behavior	Insight into family's problems	Peer/community pres- sures	Remove self-destructive behavior
HIGH	Family role relation- ships Appropriate peer rela- tionships Eliminate tendency to sexualize relation- ships Family adjustment after placement Re-adjustment after removal Feelings when offender is forced from home Parents' failure to protect Peer/community pressures Negative parental atti- tudes	Remove self-destructive behavior Family role relation- ships Appropriate peer rela- tionships Eliminate tendency to sexualize relation- ships Re-adjustment after removal Feelings when offender is forced from home Parents' failure to protect Negative parental atti- tudes	Negative parental attitudes Insight into family's problems Assist child in coming to grips w/self Remove self-destructive behavior Eliminate tendency to sexual relationships Family adjustment after discovery Positive self-image Re-adjustment after removal Feelings when offender is forced from home	Family role relationships Appropriate peer rela- tionships Eliminate tendency to sexualize relationships Family adjustment after discovery Positive self-image Re-adjustment after removal Deal with siblings Feelings when offender is forced from home Adjust to placement Parents' failure to protect Peer/community pressures Negative parental attitudes
HIGH	Positive self-image Finds placement	Encourage child to talk Family adjustment after discovery	Finds placement	
LOW		Marshalls resources Finds placement		
HIGH	Removing guilt Assist child in coming to grips w/self	Removing guilt	Encourage child to talk Removing guilt	
HIGH				

which are designed to help the child toward intra- and inter-personal insights and growth; namely, assist child in coming to grips with self after discovery, assist child in adjusting to the family after discovery, and help child deal with peer and/or community pressures.

A relatively low percent of the CPS caseworkers desired additional training for ten tasks. Among the tasks were three which focus on the intra- and inter-personal needs of children-- help adolescents develop appropriate relationships with peers, help children deal with peer and/or community pressures, and help children deal with negative attitudes of the "uninvolved" spouse.

There were only three tasks for which a low percent of the general caseworkers indicated a desire for additional task related training; namely, marshal community resources, find placement, and provide family planning counseling.

Noting the findings presented in Table 4-7, one might surmise that the focus of training efforts needs to be directed to supervisors and to direct service workers. While task involvement was at a lower level for general caseworkers, it appears that in view of that involvement and the expressed desire for additional training, this group of workers must be provided CPS training. The referenced tables also include training needs of the inexperienced workers.

Sex of Workers by Task Related Training Needs

According to Table 4-8, a higher percent of the female workers indicated a desire for additional training for most of

the related tasks. For only one task did the association between sex of workers and the desire for additional task related training approach statistical significance. Just at 90.0 percent of the females and three-fourths of the males indicated a desire for training to assist the sexually abused child in coming to grips with self after discovery ($\chi^2=3.45220$, 1 df, sig. = .0632).

Findings presented in Tables 4-3 and 4-8 have been analyzed to present a picture of the general relationship between levels of task performance and desire for additional training by sex of workers as shown in Table 4-9.

Generally speaking, males as a group can be categorized as having low degree of training needs in tasks in which they are not highly involved. Females can be categorized primarily as having high levels of training needs in tasks in which they are not highly involved. There were twelve tasks for which there was a relatively low percent of the males having performed and a low percent indicating a desire for additional task related training. There were only four such tasks for the females. See Table 4-9 for the tabular presentation.

Age of Workers by Task Related Training Needs

There was not a statistically significant association between age of workers and the desire for additional training for any of the specific treatment tasks. See Table 4-10 for the complete distribution which also includes the distribution for the inexperienced workers.

Table 4-8

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING
WITH CHILD BY SEX OF WORKER

Tasks Performed	Sex of Worker							
	Male				Female			
	Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	
Encourage child to talk	31	73.8	11	26.2	106	85.5	18	14.5
	7	70.0	3	30.0	18	85.7	3	14.3
Removing guilt	34	81.0	8	19.0	112	88.9	14	11.1
	7	70.0	3	30.0	17	81.0	4	19.0
Helps child gain insight of family problems	32	84.2	6	15.8	97	82.9	20	17.1
	8	80.0	2	20.0	17	81.0	4	19.0
Assists child in coming to grips w/self	28	75.7	9	24.3	110	89.4	13	10.6
	7	77.8	2	22.2	19	90.5	2	9.5
Aids in removal of self-destructive behavior	34	85.0	6	15.0	103	88.8	13	11.2
	8	88.9	1	11.1	20	95.2	1	4.8
Helps child understand family role relationships	28	75.7	9	24.3	97	82.2	21	17.8
	7	77.8	2	22.2	16	76.2	5	23.8
Helps child develop appropriate peer relationships	30	78.9	8	21.1	101	84.9	18	15.1
	6	75.0	2	25.0	18	85.7	3	14.3
Helps teenager eliminate tendency to sexualize all relationships	30	78.9	8	21.1	107	89.9	12	10.1
	7	87.5	1	12.5	18	85.7	3	14.3
Assists child in family adjustment	31	79.5	8	20.5	105	86.1	17	13.9
	8	88.9	1	11.1	19	90.5	2	9.5
Marshalls community resources	27	77.1	8	22.9	78	69.6	34	30.4
	6	75.0	2	25.0	14	66.7	7	33.3

Table 4-8 Cont.

Tasks Performed	Sex of Worker							
	Male				Female			
	Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	
Positive self-image	28	77.8	8	22.2	105	85.4	18	14.6
	7	77.8	2	22.2	18	90.0	2	10.0
Readjust after removal	33	86.8	5	13.2	102	85.7	17	14.3
	6	75.0	2	25.0	17	81.0	4	19.0
Dealing w/siblings	27	75.0	9	25.0	88	79.3	23	20.7
	6	75.0	2	25.0	16	80.0	4	20.0
Feelings/offender forced from home	28	77.8	8	22.2	98	88.3	13	11.7
	7	77.8	2	22.2	18	90.0	2	10.0
Finds placement	20	58.8	14	41.2	71	63.4	41	36.6
	5	71.4	2	28.6	14	70.0	6	30.0
Family planning counseling	27	75.0	9	25.0	74	65.5	39	34.5
	5	71.4	2	28.6	14	70.0	6	30.0
Adjust to placement	26	74.3	9	25.7	75	68.8	34	31.2
	6	75.0	2	25.0	15	75.0	5	25.0
Parents' failure to protect	29	74.4	10	25.6	96	82.8	20	17.2
	7	77.8	2	22.2	18	90.0	2	10.0
Peer/community pressures	25	71.4	10	28.6	99	86.1	16	13.9
	6	85.7	1	14.3	18	90.0	2	10.0
Negative attitude of uninvolved spouse	30	81.1	7	18.9	101	86.3	16	13.7
	7	87.5	1	12.5	18	90.0	2	10.0
Total	48				142			
	10				25			

Top numbers and percentages refer to experienced workers.
 Bottom numbers and percentages refer to inexperienced workers.

Table 4-9

TABULAR PRESENTATION OF THE GENERAL RELATIONSHIP BETWEEN LEVELS OF TASK
PERFORMANCE AND DESIRE FOR ADDITIONAL TRAINING
BY SEX OF WORKERS

Performance- Training Levels	Sex of Workers	
	Male	Female
LOW	Encourage child to talk Assist child in coming to grips w/self	Marshalls resources Finds placement Provide family planning counseling
LOW	Family role relationships Appropriate peer relationships Family adjustment after discovery Marshalls resources Positive self-image Deal with siblings Finds placement Provide family planning counseling Adjust to placement Peer/community pressures	Adjust to placement
LOW	Removing guilt Insight into family's problems Remove self-destructive behavior	Encourage child to talk Removing guilt Insight into family's problems
HIGH	Eliminate tendency to sexualize relationships Re-adjustment after removal Feelings when offender is forced from home Parents' failure to protect Negative parental attitudes	Assist child in coming to grips w/self Remove self-destructive behavior Family role relationships Appropriate peer relationships Eliminate tendency to sexualize relationships Family adjustment after discovery Positive self-image Re-adjustment after removal Deal with siblings Feelings when offender is forced from home Parents' failure to protect Peer/community pressures Negative parental attitudes

Table 4-10

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING WITH
CHILD BY AGE OF WORKER

Training Tasks	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Encourages child to talk	80	79.2	21	20.8	36	83.7	7	16.3	22	91.7	2	8.3
	15	83.3	3	16.7	9	75.0	3	25.0	3	100.0	0	-----
Removing guilt	88	87.1	13	12.9	40	88.9	5	11.1	20	83.3	4	16.7
	14	77.8	4	22.2	9	75.0	3	25.0	3	100.0	0	-----
Helps child gain in-sight of family problems	77	85.6	13	14.4	32	76.2	10	23.8	22	88.0	3	12.0
	15	83.3	3	16.7	9	75.0	3	25.0	4	100.0	0	-----
Assists child in coming to grips w/self	84	87.5	12	12.5	35	85.4	6	14.6	21	84.0	4	16.0
	16	88.9	2	11.1	9	81.8	2	18.2	4	100.0	0	-----
Aids in removal of self-destructive behavior	81	87.1	12	12.9	35	87.5	5	12.5	23	92.0	2	8.0
	16	94.1	1	5.9	11	91.7	1	8.3	3	100.0	0	-----
Helps child understand family role relationships	74	80.4	18	19.6	31	77.5	9	22.5	22	88.0	3	12.0
	13	76.5	4	23.5	9	75.0	3	25.0	3	100.0	0	-----
Helps child develop appropriate peer relationships	78	84.8	14	15.2	33	78.6	9	21.4	21	84.0	4	16.0
	14	82.4	3	17.6	9	81.8	2	18.2	4	100.0	0	-----
Helps teenager eliminate tendency to sexualize all relationships	82	88.2	11	11.8	33	82.5	7	17.5	24	92.3	2	7.7
	15	88.2	2	11.8	9	81.8	2	18.2	4	100.0	0	-----
Assists child in family adjustment	81	83.5	16	16.5	34	82.9	7	17.1	23	92.0	2	8.0
	17	94.4	1	5.6	9	81.8	2	18.2	3	100.0	0	-----
Marshalls community resources	60	69.0	27	31.0	26	68.4	12	31.6	19	79.2	5	20.8
	13	76.5	4	23.5	6	54.5	5	45.5	3	100.0	0	-----

Table 4-10 Cont.

Training Tasks	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Positive self-image	78	83.0	16	17.0	35	83.3	7	16.7	22	88.0	3	12.0
	14	82.4	3	17.6	10	90.9	1	9.1	4	100.0	0	-----
Readjust after removal	80	87.0	12	13.0	32	80.0	8	20.0	24	92.3	2	7.7
	14	82.4	3	17.6	8	72.7	3	27.3	3	100.0	0	-----
Dealing w/siblings	69	79.3	18	20.7	27	71.1	11	28.9	20	87.0	3	13.0
	13	76.5	4	23.5	8	80.0	2	20.0	3	100.0	0	-----
Feelings/offender forced from home	78	86.7	12	13.3	29	78.4	8	21.6	20	95.2	1	4.8
	14	82.4	3	17.6	10	90.9	1	9.1	3	100.0	0	-----
Finds placement	53	60.9	34	39.1	22	57.9	16	42.1	17	77.3	5	22.7
	13	76.5	4	23.5	5	55.6	4	44.4	3	100.0	0	-----
Family planning counseling	61	67.8	29	32.2	23	59.0	16	41.0	18	85.7	3	14.3
	14	82.4	3	17.6	5	55.6	4	44.4	2	66.7	1	33.3
Adjust to placement	62	72.1	24	27.9	23	62.2	14	37.8	17	77.3	5	22.7
	14	82.4	3	17.6	6	60.0	4	40.0	3	100.0	0	-----
Parents' failure to protect	77	81.9	17	18.1	28	73.7	10	26.3	21	87.5	3	12.5
	16	88.9	2	11.1	8	80.0	2	20.0	3	100.0	0	-----
Peer/community pressures	74	83.1	15	16.9	31	79.5	8	20.5	20	87.0	3	13.0
	15	88.2	2	11.8	8	88.9	1	11.1	3	100.0	0	-----
Negative attitude of uninvolved spouse	78	86.7	12	13.3	32	80.0	8	20.0	22	88.0	3	12.0
	15	88.2	2	11.8	9	90.0	1	10.0	3	100.0	0	-----
Total	112				50				31			
	20				14				4			

Top numbers and percentages based on experienced workers.
 Bottom numbers and percentages based on inexperienced workers.

Data from Tables 4-4 and 4-10 were analyzed to determine the general relationship between levels of task performance and desire for additional training by age of workers. In general, all the age groups can be characterized as low performance and high training. A high percent of the workers under the age of 30 expressed a desire for additional training for 15 of the 20 tasks, all of which a relatively low percent of the workers had performed. A similar pattern of findings was noted for both of the older age groups.

Summary of Major Findings

Findings regarding the specific treatment tasks experienced workers have performed or have not performed in working with the sexually abused child give rise to the following concerns.

1. Too few of the workers have performed tasks which can aid the sexually abused children as coping beings. For example, less than 50.0 percent of the workers had performed the tasks of aiding in the removal of self abusive/destructive behavior, helping teenagers eliminate the tendency to sexualize all relationships, and assisting the child with feelings when the offender is forced from the family.
2. Too few of the workers have performed tasks designed to stabilize the children in intra-familial and peer relationships.
3. These concerns are not diminished when the position of the workers is considered. For indeed, for three-fourths of the specific treatment tasks, less than three-fourths of the specialized CPS caseworkers had performed; less than two-thirds had performed eight of twenty tasks. More importantly is the finding that over half of the general caseworkers, who made up almost two-thirds of the sample of direct service workers, had performed less than 50.0 percent of the tasks.

An analysis of findings relevant to task performance and task related training needs revealed the following:

1. Workers' responses to task performance and related training need can be placed in one of two general categories:
 - a) low level of performance and low level of training need,
 - b) low level of performance and high level of training need,
2. The specific treatment tasks in which the workers had low involvement and for which expressed desire for additional training was also at a low level can be categorized as tasks which are not generally viewed as "treatment" and as such may be less likely considered the proper domain of specialized CPS services. There were four such tasks; namely, marshalling and coordinating community resources, finding placement, providing family planning counseling, and helping the child adjust to a placement setting.

Similar kinds of analyses were performed by workers' position, sex, and age:

1. In general, all of the positional groups can be categorized as being at a low performance level, i.e., a relatively low percent indicating having performed the tasks, and at a high training needs level.
2. For supervisors, there were eight tasks--six of which a low percent of the supervisors had performed and two of which a high percent had performed--for which a relatively low percent of the workers indicated a desire for additional task related training.
3. There were ten tasks for intake and CPS caseworkers for which a low percent indicated a desire for additional task related training in relation to the percent indicating having performed the tasks.
4. There were only three tasks for which a low percent of the general caseworkers indicated a desire for additional training.
5. A high percent of each of the groups did not desire additional task related training for some of the speci-

fic treatment tasks which are designed to meet the needs of sexually abused children as coping beings and to stabilize the child in intra-familial and peer relationships.

These findings raise a most pertinent question. Why do some of the groups, who have low task performance level in some vital treatment tasks, indicate a low level of training needs?

Perhaps the perception of treatment responsibility has some bearing on the desire for additional task related training. We indicated that there was a statistically significant association between workers' position and treatment tasks related to the young child, the family unit, and the older child, with CPS workers being the most likely to delegate responsibility to some other professional community resource.

6. The findings suggest further that general caseworkers need (due to level of involvement) and desire additional training to perform tasks relevant to the delivery of specialized CPS. It is apparent from the high percent of such workers in the sample that they must, directly or indirectly, be responsible for the delivery of services to the sexually abused children at some stage in the total process.
7. A higher percent of the female workers indicated a desire for additional training for most of the related tasks. Generally speaking, males as a group can be categorized as having low degree of training needs in tasks in which they are not highly involved. Females were more likely to indicate high level of training needs in tasks in which they were not highly involved.
8. Reference to Table 4-9 shows that males were more likely than females to indicate a low level of training need for specific "treatment" tasks designed specifically to help the sexually abused child toward intra-personal/inter-personal growth and insights. A most pertinent question seems to be why do males, who have a low task performance level in some vital treatment tasks, indicate a low level of training needs?
9. Age of workers did not appear to come into play in regards to the general relationship between percent of workers having performed the specific tasks and percent of workers desiring additional task related training.

SECTION 5

SPECIFIC TREATMENT TASKS AND RELATED TRAINING NEEDS IN WORKING WITH THE OFFENDING PARENT/SUBSTITUTE

Specific Treatment Tasks Performed in Working with the Offending Parent/Substitute

If one of the goals of intervention in child sexual abuse cases is the rehabilitation of the offending parent/substitute, where possible, then the findings shown in Table 5-1 would suggest that we are falling way short in that regard.* Without the benefit of item analysis for this report (will be performed for the regional data), the specific tasks can be placed primarily within three general categories:

1. Those tasks designed to bring about intra-personal insights and growth,
2. Those tasks geared toward intra-familial/inter-personal insights and growth, and
3. Those tasks designed to give semblance of family maintenance.

According to the referenced table, less than one-third of the workers had performed eleven of the seventeen specific treat-

*This statement is made without considering the possibility that treatment of the offending parent/substitute might well be the responsibility of some other community resource through referral from the public social agency and/or the court. However, given some knowledge of common practices, i.e., only few known communities have addressed the issue through planned procedures and available therapeutic resources (the Child Sexual Abuse Treatment Program, Santa Clara County Juvenile Probation Department, San Jose, California being one of the few such programs) we can surmise that "treatment" of the parent/substitute is virtually non-existent.

Table 5-1

SPECIFIC TASKS PERFORMED IN WORKING WITH
THE OFFENDING PARENT/SUBSTITUTE

Tasks	Have Performed?	
	No.	%
Helps offender admit to sexual abuse problem	91	46.5
Aids in developing appropriate role relationships w/child	71	36.6
Assists in developing appropriate role relationships w/spouse	64	33.0
Copes w/own feelings about offender	110	56.7
Marshalls community resources	103	53.1
Provides marital counseling	82	42.3
Counseling-child development, needs and problems	86	44.3
Helps deal with community pressures	58	29.9
Assists in handling guilt	61	31.4
Helps understand relationships between incest and substance abuse	60	30.9
Helps toward impulse control	50	25.8
Helps gain insight into dynamics of sexual abuse	56	28.9
Helps deal with problems of sexual inadequacies	47	24.2
Helps to maintain family contacts	58	29.9
Assists in owning up to child his/her responsibility	55	28.4
Helps come to grips w/his-her own sexuality	43	22.2
Helps to adjust to family when separation is effected	59	30.4

Each item and percentages are based on N=194

ment tasks. For only two tasks--marshalling community resources and coping with personal feelings about the offender--did more than 50.0 percent indicate having performed.

In the aggregate, the lowest percentage of the workers (29.9 percent) had performed tasks basic to intra-personal growth; namely, help offender come to grips with/admit the sexual abuse problem, assist the offender in handling guilt feelings, help the offender understand the relationship between incest and substance abuse, help the offender toward impulse control, assist the offender to gain insight into the dynamics leading to the sexual abuse, help the offender deal with sexual inadequacies, and help the offender come to grips with his/her own sexuality.

As a collectivity of items, a slightly higher percent (35.8 percent) of the workers had performed the tasks of family maintenance, i.e., marshall community resources, help the offender deal with community pressures, offer assistance in maintaining family contact when offender is forced from the family, and help offender adjust to the family when separation was effected.

About 35.0 percent of the workers had performed specific tasks basic to intra-familial/inter-personal insights and growth; namely, aid the offender in developing and adjusting to appropriate role relationships with the child, aid in developing and adjusting to appropriate role relationships with the spouse, provide casework around marital problems, and assist the offender in owning up to the child his/her total responsibility for the sexual abuse.

Position of Workers by Specific Tasks Performed

For 5 or 29.4 percent of the specific treatment tasks, there was a highly significant association between workers' position and task performance. The following discussion is devoted to those tasks for which significance was found. See Table 5-2 for the complete distribution.

Only one of the seven tasks which are geared to the development of intra-personal insights and growth was statistically significant. In regards to the task of helping the offender handle guilt feelings, slightly more than 40.0 percent of the supervisors (N=18), the intake workers (N=16) and the CPS caseworkers (N=44), and only 23.5 percent of the general caseworkers (N=115) had performed the task. The association approached significance for the task of helping the offender understand the relationship between incest and alcoholism and/or drug abuse-- 50.0 percent of the supervisors, 43.8 percent of the intake workers, 36.4 percent of the CPS caseworkers, and 24.3 percent of the general caseworkers ($\chi^2=7.21278$, 3 df, sig. = .0654).

Two of the five tasks which are designed primarily to develop insights and growth in intra-familial relationships were statistically significant. Slightly more than 60.0 percent of the supervisors, in comparison to slightly more than forty percent of the intake workers and CPS caseworkers and slightly more than 30.0 percent of the general caseworkers, had aided the offender in developing and adjusting to appropriate role relationships with the sexually abused child ($\chi^2=7.23031$, 3 df,

Table 5-2

SPECIFIC TASKS PERFORMED IN WORKING WITH THE OFFENDING
PARENT/SUBSTITUTE BY POSITION OF WORKER

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
Helps offender admit to sexual abuse problem	10	55.6	7	43.8	26	59.1	48	41.7
Develop appropriate role relationships w/child	11	61.1	7	43.8	18	40.9	35	30.4
*Develop appropriate role relationships w/spouse	11	61.1	6	37.5	17	38.6	30	26.1
Cope w/own feelings about offender	10	55.6	10	62.5	30	68.2	60	52.2
**Marshalls community resources	9	50.0	13	81.3	29	65.9	52	45.2
*Marital counseling	11	61.1	9	56.3	23	52.3	39	33.9
Counseling-child development, needs, and problems	9	50.0	9	56.3	22	50.0	46	40.0
Deal w/community pressures	6	33.3	6	37.5	14	31.8	32	27.8
*Handle guilt feelings	8	44.4	7	43.8	19	43.2	27	23.5
Understand relationships between incest & substance abuse	9	50.0	7	43.8	16	36.4	28	24.3
Impulse control	7	38.9	6	37.5	13	29.5	24	20.9

Table 5-2 Cont.

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
Dynamics leading to sexual abuse	5	27.8	6	37.5	13	29.5	32	27.8
Problems of sexual inadequacies	5	27.8	7	43.8	11	25.0	24	20.9
*Maintaining family contact	8	44.4	6	37.5	19	43.2	25	21.7
Owning up to child his/her responsibility	7	38.9	5	31.3	18	40.9	25	21.7
Come to grips w/his-her own sexuality	6	33.3	6	37.5	10	22.7	21	18.3
Adjust to family when separation is effected	7	38.9	4	25.0	19	43.2	29	25.2
Total	18		16		44		115	

* χ^2 value sig. <.05
** χ^2 value sig. <.01

sig. = .0649). A similar percent of the supervisors had aided the offender in developing and adjusting to appropriate role relationships with the spouse (61.1 percent), the other groups were less likely to have performed the task--37.5 percent of the intake workers, 38.6 percent of the CPS caseworkers, and 26.1 percent of the general caseworkers. Casework counseling around marital problems had been performed by 61.1 percent of the supervisors, 56.3 percent of the intake workers, 52.3 percent of the CPS caseworkers, and 33.9 percent of the general caseworkers. A slightly lower percent of the workers had performed the task of helping the offender to own up to the child his/her responsibility for the sexual abuse--38.9, 31.3, 40.9 and 21.7 percent, respectively ($\chi^2=6.91764$, 3 df, sig. = .0746).

Two of the four tasks geared toward family maintenance were statistically significant. Half of the supervisors, slightly more than eighty percent of the intake workers, just under two-thirds of the CPS caseworkers, and 45.2 percent of the general caseworkers had performed the task of marshalling and coordinating community resources. A significantly lower percent of all the groups had offered assistance in maintaining family contact when the offender is forced from the family. Slightly over 40.0 percent of the supervisors and CPS caseworkers, 37.5 percent of the intake workers and 21.7 percent of the general caseworkers indicated having performed the task.

Sex of Workers by Specific Tasks Performed

There was a statistically significant association between sex of workers and the tendency to perform eight of the tasks, with males being more likely than females to have performed. The following discussion is devoted to those tasks for which significance was found. See Table 5-3 for the complete distribution.

Two of the tasks which are geared to the development of intra-familial/inter-personal insights and growth were statistically significant.

Half of the males (N=48) and about one-third of the females (N=142) had helped the offender develop and adjust to appropriate role relationships with the child. 47.9 percent of the males and 28.9 percent of the females had helped the offender develop and adjust to appropriate role relationships with the spouse.

Five of the tasks basic to intra-personal insights and growth were statistically significant. About half of the males and slightly over one-fourth of the females indicated having performed the tasks of helping the offender handle guilt and to understand the relationship between incest and substance abuse. Slightly over forty percent of the males and just over twenty percent of the females had helped the offender toward impulse control. For the tasks of helping the offender deal with sexual inadequacies and helping the offender come to grips with his/her own sexuality, less than forty percent of the males and less than twenty percent of the females indicated having performed.

Table 5-3

SPECIFIC TASKS PERFORMED IN WORKING WITH
THE OFFENDER BY SEX OF THE WORKER
(PARENT/PARENT SUBSTITUTE)

Tasks Performed	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Admit the sexual abuse	29	60.4	62	43.7
*Develop and adjust to appropriate role relationships w/child	24	50.0	47	33.1
*Develop and adjust to appropriate role relationships w/spouse	23	47.9	41	28.9
Cope w/own feelings about offender	32	66.7	77	54.2
Marshalls community resources	31	64.6	70	49.3
Marital counseling	25	52.1	57	40.1
Counseling-child dev., needs, problems	26	54.2	59	41.5
Deal w/community pressures	20	41.7	38	26.8
**Handle guilt feelings	24	50.0	37	26.1
**Understand relationships between incest & substance abuse	23	47.9	36	25.4
**Impulse control	20	41.7	30	21.1
Dynamics leading to sexual abuse	19	39.6	37	26.1
**Deal w/sexual inadequacies	19	39.6	27	19.0
Maintaining family contact	18	37.5	4	28.2
Owning up to child his/her responsibility	19	39.6	36	25.4
**Come to grips w/his-her own sexuality	19	39.6	23	16.2
*Adjust to family when separation is effected	21	43.8	38	26.8
Total	48		142	

For each item, percentages based on workers with experience in handling sexual abuse cases.

* χ^2 sig. <.05, 1 df
** χ^2 sig. <.01

There was a statistically significant association between sex of workers and the performance of the family maintenance task of helping the offender adjust to the family when separation is effected--43.8 and 26.8 percent of the males and females, respectively.

Age of Workers by Specific Tasks Performed

According to Table 5-4, there was not a statistically significant association between age of workers and the tendency to perform any of the specific tasks.

Task Related Training Needs for Working with the Offending Parent/Substitute

Table 5-5 presents findings which relate to the tendency of experienced and inexperienced workers to respond to the question of whether or not additional training is desired to perform specific tasks in working with the offending parent/substitute, and to the expressed training needs as indicated by those workers who responded to the question.

According to the referenced table, a slightly higher percent of the inexperienced than the experienced workers responded to the question regarding the desire for additional task related training for working with the offending parent/substitute. Both the inexperienced and experienced workers were more likely to respond to the question of additional training needs as they relate to tasks performed with the offending parent/substitute than to those for working with the sexually abused child. Of 17 specific tasks for working with the offender, 80.0 percent or

Table 5-4

SPECIFIC TASKS PERFORMED IN WORKING WITH THE OFFENDING PARENT/SUBSTITUTE BY AGE OF WORKER

Tasks Performed	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Helps offender admit to sexual abuse problem	51	45.5	25	50.0	15	48.4
Develop appropriate role relationships w/child	39	34.8	18	36.0	14	45.2
Develop appropriate role relationships w/spouse	34	30.4	18	36.0	12	38.7
Cope w/own feelings about offender	61	54.5	30	60.0	19	61.3
Marshalls community resources	59	52.7	27	54.0	17	54.8
Marital counseling	49	43.8	17	34.0	16	51.6
Counseling-child development, needs, & problems	50	44.6	21	42.0	15	48.4
Deal w/community pressures	32	28.6	17	34.0	9	29.0
Handle guilt feelings	35	31.3	16	32.0	10	32.3
Understand relationships between incest & substance abuse	31	27.7	17	34.0	12	38.7
Impulse control	31	27.7	13	26.0	6	19.4
Dynamics leading to sexual abuse	31	27.7	16	32.0	9	29.0
Problems of sexual inadequacies	23	20.5	15	30.0	9	29.0
Maintaining family contact	30	26.8	20	40.0	8	25.8
Owning up to child his/her responsibility	32	28.6	14	28.0	9	29.0
Come to grips w/his-her own sexuality	25	22.3	11	22.0	7	22.6
Adjust to family when separation is effected	33	29.5	15	30.0	11	35.5
Total	112		50		31	

Table 5-5

TRAINING NEEDS RELATED TO SPECIFIC TASKS PERFORMED IN WORKING
WITH OFFENDER BY EXPERIENCE OF WORKER

Specific Tasks (Offender)	Workers Indicating Training Need							
	No Experience with Sexual Abuse				Experience with Sexual Abuse			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Helps offender admit to sexual abuse problem	30	78.9 88.2	4	10.5 11.8	150	77.3 92.0	13	6.7 8.0
Aids in developing appropriate role relationships w/child	30	78.9 93.8	2	5.3 6.3	138	71.1 87.9	19	9.8 12.1
Assists in developing appropriate role relationships w/spouse	26	68.4 83.9	5	13.2 16.1	136	70.1 86.1	22	11.3 13.9
Copes w/own feelings about offender	25	65.8 78.1	7	18.4 21.9	113	58.2 72.9	42	21.6 27.1
Marshalls community resources	21	55.3 67.7	10	26.3 32.3	95	49.0 63.8	54	27.8 36.2
Marital counseling	26	68.4 78.8	7	18.4 21.2	128	66.0 83.7	25	12.9 16.3
Counseling-child development, needs, and problems	25	65.8 80.6	6	15.8 19.4	119	61.3 76.3	37	19.1 23.7
Community pressures	23	60.5 76.7	7	18.4 23.3	115	59.3 75.7	37	19.1 24.3
Handling guilt	26	68.4 83.9	5	13.2 16.1	126	64.9 84.6	23	11.9 15.4
Understand relationships between incest and substance abuse	25	65.8 80.6	6	15.8 19.4	128	66.0 83.7	25	12.9 16.3

Table 5-5 Cont.

Specific Tasks (Offender)	Workers Indicating Training Need							
	No Experience with Sexual Abuse				Experience with Sexual Abuse			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Impulse control	27	71.1 81.8	6	15.8 18.2	127	65.5 84.1	24	12.4 15.9
Dynamics of sexual abuse	26	68.4 86.7	4	10.5 13.3	139	71.6 88.5	18	9.3 11.5
Problems of sexual adequacies	27	71.1 87.1	4	10.5 12.9	120	61.9 80.5	29	14.9 19.5
Maintaining family contacts	23	60.5 71.9	9	23.7 28.1	102	52.6 71.3	41	21.1 28.7
Owning up to child his/her responsibility	30	78.9 90.9	3	7.9 9.1	129	66.5 86.6	20	10.3 13.4
Coming to grips w/his-her own sexuality	28	73.7 87.5	4	10.5 12.5	125	64.4 83.3	25	12.9 16.7
Adjust to family when separation is effected	26	68.4 83.9	5	13.2 16.1	119	61.3 81.5	27	13.9 18.5

Top percentages based on total number (Experienced, N=194; Inexperienced, N=38)
 Bottom percentages based on applicable N responding.

more of the inexperienced workers responded to the question regarding the desire for additional task related training for 15 of the tasks, and a similar percentage of the experienced responded for only five.

In terms of the responding workers, there were no significant difference between the inexperienced and the experienced in regards to their expressed desire for additional task related training.

Reference to Table 5-1 and 5-5 is needed to make a determination regarding the general relationship between task performance and the expressed desire for additional task related training. Findings from Tables 5-1 and 5-5 indicate that there were no tasks for which there was a high performance level and a high level of training needs nor a high performance level and a low level of training needs.

The overwhelming majority of the levels of tasks performance and levels of expressed desire for additional task related training fits in the category of low performance level but high level of desire for additional training. There were only two tasks for which there was a low performance level and a low level of expressed desire for additional task related training; namely, coping with own feelings about the offender and marshalling and coordinating community resources.

Position of Workers by Task Related Training Needs

According to Table 5-6, there were no significant differences in the level of desire for additional task related training

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2 OF 3

by the position of workers. The highest percent of the workers indicated a need for additional training for the tasks related to the development of intra-personal insights and growth.

Data from Tables 5-2 and 5-6 have been conjunctively analyzed to determine the general relationship between levels of task performance and desire for additional training by the position of workers. In a general sense, all of the groups of workers can be considered at a low performance level.

In relation to performance level, the level for expressed desire for additional training was also high for the supervisors and CPS caseworkers. Both groups expressed high training needs for 15 of the related tasks in which a low level of performance was indicated. The two tasks for which a relatively low percent of the supervisors and caseworkers desired additional training were coping with our feelings about the offender and marshalling resources.

Intake workers and general caseworkers can also be categorized as being at a low performance level and at a high level of desire for additional task related training for the majority of the specific tasks. In terms of the general relationship between levels of task performance and desire for additional task related training by position of workers, there were three tasks for which a relatively low percent of the intake workers indicated having performed and a low percent indicating a desire for additional task related training; namely, coping with own feelings about the offender, providing marital counseling, and pro-

Table 5-6

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING WITH OFFENDER
BY POSITION OF WORKER (EXPERIENCED/INEXPERIENCED)

Training Tasks	Position of Worker															
	Supervisors				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Helps offender admit to sexual abuse problem	14	93.3	1	6.7	11	84.6	2	15.4	34	85.0	6	15.0	90	95.7	4	4.3
	5	100.0	0	----	1	100.0	0	----	4	100.0	0	----	20	83.3	4	16.7
Develop appropriate role relationships w/child	13	86.7	2	13.3	10	71.4	4	28.6	34	89.5	4	10.5	81	91.0	8	9.0
	4	100.0	0	----	1	100.0	0	----	4	100.0	0	----	21	91.3	2	8.7
Develop appropriate role relationships w/spouse	13	86.7	2	13.3	10	76.9	3	23.1	33	82.5	7	17.5	80	89.9	9	10.1
	3	75.0	1	25.0	1	100.0	0	----	4	100.0	0	----	18	81.8	4	18.2
Cope w/own feelings about offender	8	66.7	4	33.3	7	50.0	7	50.0	30	78.9	8	21.1	68	75.6	22	24.4
	3	75.0	1	25.0	1	100.0	0	----	4	100.0	0	----	17	73.9	6	26.1
Marshalls community resources	7	58.3	5	41.7	4	30.8	9	69.2	26	58.4	12	31.6	58	68.2	27	31.8
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	14	60.9	9	39.1
Marital counseling	13	92.9	1	7.1	11	73.3	4	26.7	29	76.3	9	23.7	74	87.1	11	12.9
	2	50.0	2	50.0	1	100.0	0	----	4	100.0	0	----	19	79.2	5	20.8
Counseling-child development, needs, and problems	10	76.9	3	23.1	10	71.4	4	28.6	27	73.0	10	27.0	72	79.1	19	20.8
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	18	78.3	5	21.7
Deal w/community pressures	8	66.7	4	33.3	9	69.2	4	30.8	27	71.1	11	28.9	71	80.7	17	19.3
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	16	72.7	6	27.3
Handle guilt feelings	10	90.9	1	9.1	11	84.6	2	15.4	29	74.4	10	25.6	76	89.4	9	10.6
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	19	82.6	4	17.4

Table 5-6 Cont.

Training Tasks	Position of Worker															
	Supervisors				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Understand relationships between incest and substance abuse	10	83.3	2	16.7	12	80.0	3	20.0	28	75.7	9	24.3	78	88.6	10	11.4
	4	100.0	0	----	1	100.0	0	----	4	100.0	0	----	16	72.7	6	27.3
Impulse control	12	85.7	2	14.3	11	84.6	2	15.4	29	78.4	8	21.6	75	87.2	11	12.8
	4	80.0	1	20.0	1	100.0	0	----	4	100.0	0	----	18	78.3	5	21.7
Dynamics leading to sexual abuse	12	92.3	1	7.7	12	80.0	3	20.0	34	87.2	5	12.8	80	89.1	9	10.1
	3	100.0	0	----	1	100.0	0	----	3	100.0	0	----	19	82.6	4	17.4
Problems of sexual inadequacies	12	92.3	1	7.7	11	84.6	2	15.4	28	75.7	9	24.3	69	81.2	16	18.2
	3	100.0	0	----	1	100.0	0	----	4	100.0	0	----	19	82.6	4	17.4
Maintaining family contact	8	72.7	3	27.3	8	66.7	4	33.3	25	67.6	12	32.4	61	74.4	21	25.6
	2	50.0	2	50.0	1	100.0	0	----	4	100.0	0	----	16	69.6	7	30.4
Owning up to child his/her responsibility	11	91.7	1	8.3	10	83.3	2	16.7	32	84.2	6	15.8	76	88.4	10	11.6
	5	100.0	0	----	1	100.0	0	----	4	100.0	0	----	20	87.0	3	13.0
Come to grips w/his-her own sexuality	10	90.9	1	9.1	10	71.4	4	28.6	30	78.9	8	21.1	74	86.0	12	14.0
	4	100.0	0	----	1	100.0	0	----	4	100.0	0	----	19	82.6	4	17.4
Adjust to family when separation is effected	9	75.0	3	25.0	8	66.7	4	33.3	30	81.1	7	18.9	71	84.5	13	15.5
	3	100.0	0	----	1	100.0	0	----	4	100.0	0	----	18	81.8	4	18.2
Total	18				16				44				115			
	5				1				4				28			

Top numbers and percentages based on experienced workers.
Bottom numbers and percentages based on inexperienced workers.

viding counseling around child development, needs, and problems. General caseworkers expressed high training needs for all of the tasks.

Sex of Workers by Task Related Training Needs

According to Table 5-7, there were no significant differences in males and females expressed desire for additional task related training.

Findings from Tables 5-3 and 5-7 have been analyzed to determine the general relationships between levels of task performance and desire for additional task related training by sex of workers. Both males and females can be categorized as having high level of training needs in tasks in which they are not highly involved. There were only two specific tasks in which there was a low involvement level and a low level of training needs for males--cope with personal feelings about the offender, and marshal and coordinate community resources, and the latter for females.

Age of Workers by Task Related Training Needs

There were two tasks for which a statistically significant association was found between age of workers and desire for additional training; namely, helping the offender in developing and adjusting to appropriate role relationships with the child and marshalling community resources. For the former task, better than ninety percent of the youngest workers (N=112) and the oldest (N=31), compared to three-fourths of those age 30 but less

Table 5-7

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING
WITH OFFENDER BY SEX OF WORKER

Training Tasks	Sex of Worker							
	Male				Female			
	Yes No.	%	No. No.	%	Yes No.	%	No. No.	%
Admit the sexual abuse	38	90.5	4	9.5	110	92.4	9	7.6
	8	80.0	2	20.0	20	90.9	2	9.1
Develop and adjust to appropriate role relationships w/child	36	87.8	5	12.2	101	88.6	13	11.4
	7	87.5	1	12.5	21	95.5	1	4.5
Develop and adjust to appropriate role relationships w/spouse	34	82.9	7	17.1	101	87.8	14	12.2
	6	85.7	1	14.3	18	81.8	4	18.2
Cope w/own feelings about offender	27	69.2	12	30.8	85	74.6	29	25.4
	6	75.0	2	25.0	17	77.3	5	22.7
Marshalls community resources	23	63.9	13	36.1	72	64.9	39	35.1
	6	75.0	2	25.0	13	61.9	8	38.1
Marital counseling	30	78.9	8	21.1	96	85.0	17	15.0
	7	77.8	2	22.2	18	81.8	4	18.2
Counseling-child development, needs, and problems	28	75.7	9	24.3	90	76.9	27	23.1
	6	75.0	2	25.0	17	81.0	4	19.0
Deal w/community pressures	27	71.1	11	28.9	87	77.7	25	22.3
	5	71.4	2	28.6	16	76.2	5	23.8
Handle guilt feelings	30	81.1	7	18.9	95	86.4	15	13.6
	7	87.5	1	12.5	17	81.0	4	19.0
Understand relationships between incest & substance abuse	29	80.6	7	19.4	98	85.2	17	14.8
	5	71.4	2	28.6	18	81.8	4	18.2

Table 5-7 Cont.

Training Tasks	Sex of Worker							
	Male				Female			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Impulse control	33	84.6	6	15.4	93	84.5	17	15.5
	7	77.8	2	22.2	18	81.8	4	18.2
Dynamics leading to sexual abuse	34	85.0	6	15.0	103	89.6	12	10.4
	6	75.0	2	25.0	18	90.0	2	10.0
Deal w/sexual inadequacies	30	76.9	9	23.1	89	82.4	19	17.6
	6	75.0	2	25.0	19	90.5	2	9.5
Maintaining family contact	22	66.7	11	33.3	80	73.4	29	26.6
	6	75.0	2	25.0	15	68.2	7	31.8
Owning up to child his/her responsibility	27	81.8	6	18.2	102	88.7	13	11.3
	8	88.9	1	11.1	20	90.9	2	9.1
Come to grips w/his-her own sexuality	31	83.8	6	16.2	92	82.9	19	17.1
	7	77.8	2	22.2	19	90.5	2	9.5
Adjust to family when separation is effected	25	75.8	8	24.2	93	83.0	19	17.0
	6	85.7	1	14.3	18	81.8	4	18.2
Totals	48				142			
	10				25			

Top numbers and percentages refer to experienced workers.
 Bottom numbers and percentages refer to inexperienced workers.

than 40 (N=50), desired additional task related training. About sixty percent of the workers in the two younger age groupings desired additional training to perform the latter task; this compared to well over ninety percent of the oldest workers.

The association approached statistical significance for the tasks of helping the offender develop and adjust to appropriate role relationships with the spouse ($\chi^2=5.15734$, 2 df, sig. = .0754), coping with own feelings about the offender ($\chi^2=5.33289$, sig. = .0695), and helping the offender understand the relationship between incest and substance abuse ($\chi^2=5.37869$, sig. = .0679). In each instance, the oldest workers were the most likely to indicate a desire for additional training. See Table 5-8 for complete distribution.

Summary of Major Findings

Findings regarding the specific treatment tasks experienced workers have performed in working with the offending parent/substitute revealed the following:

1. Too few workers have performed specific treatment tasks which can aid in intra-personal insights and growth, in family rehabilitation, and in family maintenance. Less than one-third of the workers had performed 11 of the 17 specific tasks. More importantly, the lowest percentage of the workers (slightly less than one-third) had performed the tasks considered basic to intra-personal insights and growth.
2. For five of the specific treatment tasks, there was a statistically significant association between workers' position and task performance, with general caseworkers being the least likely group to have performed the task.

Table 5-8

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING
WITH OFFENDER BY AGE OF WORKER

Training Tasks	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Helps offender admit to sexual abuse problem	87	92.6	7	7.4	35	87.5	5	12.5	27	96.4	1	3.6
	17	89.5	2	10.5	10	83.3	2	16.7	3	100.0	0	-----
*Develop appropriate role relationships w/child	82	92.1	7	7.9	31	75.6	10	24.4	25	96.2	1	3.8
	18	94.7	1	5.3	9	90.0	1	10.0	3	100.0	0	-----
Develop appropriate role relationships w/spouse	79	87.8	11	12.2	31	77.5	9	22.5	26	93.3	1	3.7
	17	94.4	1	5.6	6	60.0	4	40.0	3	100.0	0	-----
Cope w/own feelings about offender	61	67.8	29	32.2	31	75.6	10	24.4	21	91.3	2	8.7
	15	83.3	3	16.7	7	63.6	4	36.4	3	100.0	0	-----
*Marshalls community resources	53	58.9	37	41.1	23	60.5	15	39.5	19	95.0	1	5.0
	12	70.6	5	29.4	7	63.6	4	36.4	2	66.7	1	33.3
Marital counseling	74	83.1	15	16.9	31	79.5	8	20.5	22	91.7	2	8.3
	16	84.2	3	15.8	7	63.6	4	36.4	3	100.0	0	-----
Counseling-child dev., needs, problems	71	76.3	22	23.7	29	70.7	12	29.3	19	90.5	2	9.5
	15	88.2	2	11.8	7	63.6	4	36.4	3	100.0	0	-----
Deal w/community pressures	67	76.1	21	23.9	27	67.5	13	32.5	21	91.3	2	8.7
	14	82.4	3	17.6	6	60.0	4	40.0	3	100.0	0	-----
Handle guilt feelings	76	86.4	12	13.6	31	79.5	8	20.5	19	90.5	2	9.5
	16	88.9	2	11.1	7	70.0	3	30.0	3	100.0	0	-----
Understand relationships between incest & substance abuse	76	85.4	13	14.6	29	74.4	10	25.6	23	95.8	1	4.2
	14	77.8	4	22.2	8	80.0	2	20.0	3	100.0	0	-----

Table 5-8 Cont.

Training Needs	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Impulse control	77	86.5	12	13.5	30	76.9	9	23.1	20	90.9	2	9.1
	15	83.3	3	16.7	9	75.0	3	25.0	3	100.0	0	-----
Dynamics leading to sexual abuse	82	89.1	10	10.9	35	85.4	6	14.6	21	91.3	2	8.7
	15	88.2	2	11.8	8	80.0	2	20.0	3	100.0	0	-----
Problems of sexual inadequacies	68	80.0	17	20.0	31	77.5	9	22.5	21	91.3	2	8.7
	16	88.9	2	11.1	8	80.0	2	20.0	3	100.0	0	-----
Maintaining family contact	59	70.2	25	29.8	26	68.4	12	31.6	17	85.0	3	15.0
	14	77.8	4	22.2	7	63.6	4	36.4	2	66.7	1	33.3
Owning up to child his/her responsibility	78	88.6	10	11.4	31	79.5	8	20.5	20	95.2	1	4.8
	17	94.4	1	5.6	10	83.3	2	16.7	3	100.0	0	-----
Come to grips w/his-her own sexuality	73	82.0	16	18.0	32	80.0	8	20.0	19	95.0	1	5.0
	16	88.9	2	11.1	9	81.8	2	18.2	3	100.0	0	-----
Adjust to family when separation is effected	70	81.4	16	18.6	28	73.7	10	26.3	20	95.2	1	4.8
	17	94.4	1	5.6	7	70.0	3	30.0	2	66.7	1	33.3
Total	112				50				31			
	20				14				4			

Top numbers and percentages based on experienced workers.
 Bottom numbers and percentages based on inexperienced workers.

* χ^2 sig. <.01, 2 df

3. There was a statistically significant association between sex of workers and the tendency to perform eight of the specific tasks, with males being more likely than females to have performed.

Analysis of findings relevant to task performance and task related training needs revealed the following:

1. An overwhelming majority of all workers expressed a desire for additional task related training.
2. Workers' responses to task performance and related training needs can be placed in one of two categories:
 - a. low level of performance and high level of training needs
 - b. low level of performance and low level of training needs.
3. There were no tasks for which there was a high performance level and a high level of training needs nor a high level of performance and a low level of training need.
4. There were only two tasks for which a relatively low percent of the workers performed and for which a relatively low percent indicated a desire for additional training; namely, coping with personal feelings about the offender and marshalling and coordinating community resources.
5. There was a statistically significant association between age of workers and the tendency to perform the task of helping the offender develop and adjust to appropriate role relationships with the child and marshalling community resources. In relation to the former task, better than ninety percent of the youngest and oldest workers, compared to three-fourths of those age 30 but less than 40, desired additional task related training. About sixty percent of the workers in the two younger age groupings desired additional training to perform the latter task; this compared to well over ninety percent of the oldest workers.

SECTION 6

SPECIFIC TREATMENT TASKS AND RELATED TRAINING NEEDS IN WORKING WITH THE UNINVOLVED SPOUSE

Specific Treatment Tasks in Working with the Spouse

Less than sixty percent of the workers had performed 17 of the 18 specific tasks in working with the "uninvolved" spouse. Less than 50.0 percent had performed 11 of the tasks; three of the tasks had been performed by less than 40.0 percent of the workers. The complete distribution is shown in Table 6-1.

Cursory observation of the specific tasks suggests that the tasks on face value can generally fit into one of three broad categories; namely, tasks designed to bring about intra-personal insights and growth, those geared toward improving intra-familial relationships, and family maintenance tasks.

In the aggregate, 47.0 percent of the workers had performed intra-personal tasks--provide insight into own role in the sexual abuse, help spouse develop a positive self-image, help to move from denial of the sexual abuse problem, determine sexual attitudes and behaviors toward the offender, help work through inappropriate sexual attitudes and behaviors, assist in working through jealousies and/or negative attitudes toward the child, and help to deal with guilt. The lowest percent had helped spouse work through inappropriate sexual attitudes and behaviors (32.0 percent).

Inter-personal tasks--help the spouse develop and adjust to appropriate role relationship with the offender, help develop and

Table 6-1

SPECIFIC TASKS PERFORMED IN WORKING
WITH UNINVOLVED SPOUSE

Tasks	Have Performed?	
	No.	%
Role in the sexual abuse	118	60.8
Positive image	91	46.9
Appropriate role relationships w/offender	94	48.5
Parental (protector) role w/child	113	58.2
View child as victim not as seductor	102	52.6
Move from denial	99	51.0
Sexual attitude and behavior toward offender	90	46.4
Work thru inappropriate sexual attitudes and behaviors	62	32.0
Provide emotional support when offender is removed	89	45.9
Work thru jealousies toward child	79	40.7
Marshalls community resources	99	51.0
Financial support	60	30.9
Adjust to child/offender when separation is effected	73	37.6
Marital counseling	89	45.9
Family planning counseling	91	46.9
Deal with guilt	99	51.0
Counseling on child development, needs, and problems	97	50.0
Deal with pressures from relatives and/or community	92	47.4

Each item and percentages based on N=194.

adjust to parental/protector role with child, assist in the process of viewing the child as victim rather than as seductor, help adjust to child and/or offender when separation is effected, provide casework counseling around marital problems, provide family planning counseling and information, and provide counseling on child development, needs, and problems--were performed by 48.5 percent of the workers. The lowest percent of workers (37.6) had helped the spouse adjust to the child and/or offender when separation was effected.

The lowest percent (43.8) of the workers had performed tasks basic to family maintenance; namely, provide emotional support to spouse when offender is forced from home, marshal and coordinate community resources, provide maintenance (financial support) when offender is separated from the family, and help to deal with pressures exerted by relatives and/or community.

Position of Workers by Specific Tasks Performed

For 17 of the specific tasks there was a statistically significant association between workers' position and the tendency to perform the task, with the general caseworkers being the least likely group to have performed each of the specific tasks. The distribution of tasks is shown in Table 6-2.

About 60.0 percent of the supervisors, the intake workers, and the CPS caseworkers, compared to 39.2 percent of the general caseworkers had performed intra-personal tasks. The one task, among the seven included in the broad category, which was performed by the smallest percent of supervisors, CPS and general

Table 6-2

SPECIFIC TASKS PERFORMED IN WORKING WITH THE UNINVOLVED SPOUSE
BY POSITION OF WORKER

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
*Role in the sexual abuse	12	66.7	13	81.3	32	72.7	60	52.2
**Positive self-image	11	61.1	11	68.8	28	63.6	41	35.7
**Appropriate role relationships w/offender	11	61.1	8	50.0	30	68.2	45	39.1
*Parental (protector) role w/child	12	66.7	12	75.0	32	72.7	56	48.7
View child as victim	9	50.0	11	68.8	29	65.9	52	45.2
**Move from denial	11	61.1	12	75.0	30	68.2	46	40.0
*Sexual attitude and behavior toward offender	9	50.0	9	56.3	28	63.6	44	38.3
*Work thru inappropriate sexual attitudes and behaviors	8	44.4	6	37.5	20	45.5	28	24.3
*Provide emotional support	9	50.0	8	50.0	28	63.6	44	38.3
*Work thru jealousies/child	11	61.1	5	31.3	23	52.3	40	34.8
**Marshalls community resources	11	61.1	14	87.5	30	68.2	44	38.3
*Financial support	7	38.9	8	50.0	19	43.2	26	22.6
**Adjust to child/offender	8	44.4	7	43.8	25	56.8	33	28.7

Table 6-2 Cont.

Tasks Performed	Position of Worker							
	Supervisors		Intake/ Investigation		CPS Caseworkers		Caseworkers (General Caseload)	
	No.	%	No.	%	No.	%	No.	%
**Marital counseling	11	61.1	11	68.8	29	65.9	38	33.0
**Family planning counseling	10	55.6	11	68.8	27	61.4	43	37.4
**Deal with guilt	13	72.2	11	68.8	30	68.2	45	39.1
*Counseling child's needs, etc.	9	50.0	10	62.5	30	68.2	48	41.7
**Deal w/pressures from relatives- community	9	50.0	9	56.3	30	68.2	44	38.3
Total	18		16		44		115	

* χ^2 value sig. <.05, 3 df

** χ^2 value sig. <.01

caseworkers was that of helping the spouse work through inappropriate sexual attitudes and behaviors. This task was performed by 44.4 percent of the supervisors, 37.5 percent of the intake workers, 45.5 percent of the CPS caseworkers, and 24.3 percent of the general caseworkers. The lowest percent of intake workers (31.3 percent) had assisted the spouse in working through jealousies and/or negative attitudes toward the child.

The collectivity of tasks basic to intra-familial/interpersonal relationships was performed by 55.6 percent of the supervisors, 62.5 percent of the intake workers, 65.6 percent of the CPS caseworkers, and 39.1 percent of the general caseworkers. Of the seven tasks in this broad category, the lowest percent of all the groups of workers had performed the tasks of helping the spouse adjust to the child and/or offender when separation is effected--44.4 percent of the supervisors, 43.8 percent of the intake workers (N=16), 56.8 percent of the CPS caseworkers (N=44), and 28.7 percent of the general caseworkers (N=115).

The family maintenance tasks were performed by 49.8 percent of the supervisors, 60.8 percent of the intake workers and the CPS caseworkers, and 34.4 percent of the general caseworkers. The lowest percent of each of the groups of workers had performed the task of providing maintenance (financial) support when the offender is separated from the family. This task was performed by 38.9 percent of the supervisors, a half of the intake workers, 43.2 percent of the CPS caseworkers, and 22.6 percent of the general caseworkers. Perhaps, one explanation for this excep-

tionally low level of involvement in this task lies in the fact that maintenance support is normally provided through a separate unit in the public social agency. Intake workers (87.5 percent) were the most likely group to have marshalled and coordinated community resources.

Sex of Workers by Specific Tasks Performed

There were three tasks for which a statistically significant association was found between sex of workers and task performance, with a higher percent of the males having performed the tasks. In terms of the task of marshalling and coordinating community resources, 68.8 percent of the males (N=48) and 45.8 percent of the females (N=142) indicated having performed. Slightly more than sixty percent of the males and just over forty percent of the females had provided family planning counseling. For the task of providing counseling around child development, needs and problems, slightly less than two-thirds of the males and 46.5 percent of the females indicated having performed.

Although statistical tests were just below the .05 level of significance, similar findings were noted for the task of providing counseling around marital problems (males, 58.3; females, 42.3). See Table 6-3 for the complete distribution.

Age of Workers by Specific Tasks Performed

There was not a statistically significant association between age of workers and task performance for any of the specific tasks. See Table 6-4 for the detail distribution.

Table 6-3

SPECIFIC TASKS PERFORMED IN WORKING WITH THE
UNINVOLVED SPOUSE BY SEX OF WORKER

Tasks Performed	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Own role in the sexual abuse	29	60.4	86	60.6
Positive self-image	27	56.3	64	45.1
Develop and adjust to appropriate relationships w/offender	29	60.4	64	45.1
Develop and adjust to appropriate role relationships w/child	28	58.3	83	58.5
View child as victim	24	50.0	76	53.5
Move from denial	25	52.1	71	50.0
Sexual attitude and behavior toward offender	27	56.3	61	43.0
Work thru inappropriate sexual attitudes and behaviors	21	43.9	41	28.9
Emotional support when offender is removed from family	23	47.9	65	45.8
Work thru jealousies/negative reactions toward child	25	52.1	53	37.3
**Marshalls community resources	33	68.8	65	45.8
Financial support	19	39.6	41	28.9
Adjust to child/offender when separation is effected	19	39.6	53	37.3
Marital counseling	28	58.3	60	42.3
*Family planning counseling	30	62.5	60	42.3
Deal with guilt	25	52.1	74	52.1
Counseling-child dev., needs, problems	31	64.6	66	46.5
Deal w/pressures from relatives-community	23	47.9	68	47.9
Total	48		142	

* χ^2 sig. <.05, 1 df
** χ^2 sig. <.01

tionally low level of involvement in this task lies in the fact that maintenance support is normally provided through a separate unit in the public social agency. Intake workers (87.5 percent) were the most likely group to have marshalled and coordinated community resources.

Sex of Workers by Specific Tasks Performed

There were three tasks for which a statistically significant association was found between sex of workers and task performance, with a higher percent of the males having performed the tasks. In terms of the task of marshalling and coordinating community resources, 68.8 percent of the males (N=48) and 45.8 percent of the females (N=142) indicated having performed. Slightly more than sixty percent of the males and just over forty percent of the females had provided family planning counseling. For the task of providing counseling around child development, needs and problems, slightly less than two-thirds of the males and 46.5 percent of the females indicated having performed.

Although statistical tests were just below the .05 level of significance, similar findings were noted for the task of providing counseling around marital problems (males, 58.3; females, 42.3). See Table 6-3 for the complete distribution.

Age of Workers by Specific Tasks Performed

There was not a statistically significant association between age of workers and task performance for any of the specific tasks. See Table 6-4 for the detail distribution.

Table 6-3

SPECIFIC TASKS PERFORMED IN WORKING WITH THE
UNINVOLVED SPOUSE BY SEX OF WORKER

Tasks Performed	Sex of Worker			
	Male		Female	
	No.	%	No.	%
Own role in the sexual abuse	29	60.4	86	60.6
Positive self-image	27	56.3	64	45.1
Develop and adjust to appropriate relationships w/offender	29	60.4	64	45.1
Develop and adjust to appropriate role relationships w/child	28	58.3	83	58.5
View child as victim	24	50.0	76	53.5
Move from denial	25	52.1	71	50.0
Sexual attitude and behavior toward offender	27	56.3	61	43.0
Work thru inappropriate sexual attitudes and behaviors	21	43.9	41	28.9
Emotional support when offender is removed from family	23	47.9	65	45.8
Work thru jealousies/negative reactions toward child	25	52.1	53	37.3
**Marshalls community resources	33	68.8	65	45.8
Financial support	19	39.6	41	28.9
Adjust to child/offender when separation is effected	19	39.6	53	37.3
Marital counseling	28	58.3	60	42.3
*Family planning counseling	30	62.5	60	42.3
Deal with guilt	25	52.1	74	52.1
Counseling-child dev., needs, problems	31	64.6	66	46.5
Deal w/pressures from relatives-community	23	47.9	68	47.9
Total	48		142	

* χ^2 sig. <.05, 1 df
** χ^2 sig. <.01

Table 6-4

SPECIFIC TASKS PERFORMED IN WORKING WITH THE UNINVOLVED SPOUSE BY AGE OF WORKER

Tasks Performed	Age of Worker					
	<30		30<40		40+	
	No.	%	No.	%	No.	%
Role in the sexual abuse	71	63.4	25	50.0	21	67.7
Positive self-image	50	44.6	24	48.0	17	54.8
Appropriate role relationships w/offender	56	50.0	24	48.0	14	45.2
Parental (protector) role w/child	64	57.1	29	58.0	19	61.3
View child as victim	61	54.5	24	48.0	16	51.6
Move from denial	54	48.2	27	54.0	18	58.1
Sexual attitude and behavior toward offender	51	45.5	23	46.0	16	51.6
Work thru inappropriate sexual attitudes and behaviors	37	33.0	13	26.0	12	38.7
Provide emotional support	50	44.6	25	50.0	14	45.2
Work thru jealousies/child	47	42.0	20	40.0	12	38.7
Marshalls community resources	55	49.1	27	54.0	17	54.8
Financial support	34	30.4	16	32.0	10	32.3
Adjust to child/offender	41	36.6	22	44.0	10	32.3
Marital counseling	49	43.8	24	48.0	16	51.6
Family planning counseling	54	48.2	23	46.0	14	45.2
Deal with guilt	58	51.8	23	46.0	18	58.1
Counseling child's needs, etc.	57	50.9	23	46.0	17	54.8
Deal w/pressures from relatives-community	53	47.3	24	48.0	15	48.4
Total	112		50		31	

Task Related Training Needs for Working
with the Uninvolved Spouse

According to Table 6-5, a higher percentage of the inexperienced (N=38) than the experienced workers (N=194) responded to the question of whether or not additional task related training is desired. Eighty percent or more of the inexperienced workers responded to 15 of the 18 task related training tasks. A similar percentage of the experienced workers responded to five of the training tasks.

Of the responding workers, there were no major differences in the percentage of inexperienced and experienced indicating a desire for additional task related training for any of the specific tasks. A slightly higher percent of the inexperienced workers (81.6 percent) than the experienced (75.8 percent) indicated a desire for additional task related training for the four family maintenance tasks.

Findings from Tables 6-1 and 6-5 have been analyzed to present a picture of the general relationship between levels of task performance and desire for additional task related training. As shown in Table 6-5, the overall desire for additional training was at a high level, i.e., for only six of 18 tasks did less than 80.0 percent of the experienced workers indicate a desire for training. Training relative to the percent of workers having performed the individual tasks was at a high level. For all of the tasks, with the exception of marshalling and coordinating community resources which was characterized as low performance

Table 6-5

SPECIFIC TRAINING NEEDS IN WORKING WITH THE UNINVOLVED
SPOUSE BY EXPERIENCE OF WORKERS

Specific Tasks (Uninvolved Spouse)	Workers Indicating Training Needs							
	No Experience with Sexual Abuse Cases				Experience with Sexual Abuse Cases			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Own role in the sexual abuse	29	76.3 90.6	3	7.9 9.4	137	70.6 87.8	19	9.8 12.2
Positive self-image	24	63.2 80.0	6	15.8 20.0	121	62.4 79.6	31	16.0 20.4
Develop/adjust to appropriate role relationship w/offender	27	71.1 81.8	6	15.8 18.2	131	67.5 86.8	20	10.3 13.2
Develop/adjust to appropriate role relationship w/child	28	73.7 87.5	4	10.5 12.5	130	67.0 85.0	23	11.9 15.0
View child as victim	28	73.7 84.8	5	13.2 15.2	132	68.0 85.2	23	11.9 14.8
Move from denial	27	71.1 81.8	6	15.8 18.2	136	70.1 87.2	20	10.3 12.8
Sexual attitude and behavior toward offender	27	71.1 87.1	4	10.5 12.9	131	67.5 85.1	23	11.9 14.9
Work thru inappropriate attitude and behavior	28	73.7 90.3	3	7.9 9.7	122	62.9 82.4	26	13.4 17.6
Emotional support/offender is removed from home	23	60.5 74.2	8	21.1 25.8	120	61.9 80.0	30	15.5 20.0
Work thru jealousies/negative attitude toward child	28	73.7 87.5	4	10.5 12.5	131	67.5 85.6	22	11.3 14.4

Table 6-5 Cont.

Specific Tasks (Uninvolved Spouse)	Workers Indicating Training Needs							
	No Experience with Sexual Abuse Cases				Experience with Sexual Abuse Cases			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Marshall community resources	22	57.9 71.0	9	23.7 29.0	95	49.0 65.5	50	25.8 34.5
Financial support	19	50.0 61.3	12	31.6 38.7	80	41.2 56.3	62	32.0 43.7
Adjust to child/offender when separation is effected	26	68.4 86.7	4	10.5 13.3	121	62.4 79.6	31	16.0 20.4
Marital counseling	25	65.8 80.6	6	15.8 19.4	131	67.5 84.5	24	12.4 15.5
Family planning counseling	21	55.3 70.0	9	23.7 30.0	109	56.2 71.2	44	22.7 28.8
Deal w/guilt	25	65.8 80.6	6	15.8 19.4	131	67.5 84.0	25	12.9 16.0
Counseling-child development, needs, etc.	25	65.8 80.6	6	15.8 19.4	120	61.9 78.4	33	17.0 21.6
Deal w/pressures-relatives/community	24	63.2 77.4	7	18.4 22.6	126	64.9 83.4	25	12.9 16.6
Totals	38				194			

and low training level, the workers were at a low involvement level but high level of training needs.

Position of Workers by Task Related Training Needs

There was a statistically significant association between experienced workers' position and the desire for additional task related training for three of the specific treatment tasks as shown in Table 6-6. The following discussion focuses on the expressed desire for additional task related training around the three broad areas, with emphasis upon specific tasks for which statistical significance was found. About three-fourths of the supervisors (N=18) and the intake workers (N=16) indicated a desire for additional training for the intra-personal tasks with the lowest percent of the supervisors (83.3 percent) indicating training related to assisting spouse to work through jealousies toward child. The lowest percent of intake workers (66.7 percent) indicated a need for training for the task of helping the spouse develop a positive self-image. About 80.0 percent of the CPS caseworkers (N=44) and near 90.0 percent of the general caseworkers (N=115) wanted additional training for the intra-personal tasks, with the lowest percent of CPS workers (72.2 percent) and general caseworkers (84.9 percent) indicating the desire for training related to the task of helping the spouse develop a positive self-image.

Just under 80.0 percent of the supervisors and CPS caseworkers indicated a desire for additional training for the inter-

Table 6-6

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING WITH THE UNINVOLVED
SPOUSE BY POSITION OF WORKER (EXPERIENCED/INEXPERIENCED)

Training Tasks	Position of Worker															
	Supervisors				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Role in the sexual abuse	12	92.3	1	7.7	11	78.6	3	21.4	30	81.1	7	18.9	84	92.3	7	7.7
	5	100.0	0	----	1	100.0	0	----	3	100.0	0	----	20	87.0	3	13.0
Positive self-image	12	85.7	2	14.3	10	66.7	5	33.3	26	72.2	10	27.8	73	84.9	13	15.1
	3	75.0	1	25.0	1	100.0	0	----	2	100.0	0	----	18	78.3	5	21.7
Appropriate role rela- tionships w/offender	10	83.3	2	16.7	11	78.6	3	21.4	30	81.1	7	18.9	80	92.0	7	8.0
	3	75.0	1	25.0	1	100.0	0	----	4	100.0	0	----	19	79.2	5	20.8
Protector role w/child	11	84.6	2	15.4	11	78.6	3	21.4	33	84.6	6	15.4	75	87.2	11	12.8
	3	75.0	1	25.0	1	100.0	0	----	4	100.0	0	----	20	87.0	3	13.0
View child as victim	13	92.9	1	7.1	12	85.7	1	14.3	29	78.4	8	21.6	78	87.6	11	12.4
	4	80.0	1	20.0	1	100.0	0	----	4	100.0	0	----	19	82.6	4	17.4
Move from denial	13	92.9	1	7.1	12	80.0	3	20.0	32	82.1	7	17.9	79	89.8	9	10.2
	4	80.0	1	20.0	1	100.0	0	----	4	100.0	0	----	18	78.3	5	21.7
Sexual attitude and behavior toward offender	12	92.3	1	7.7	10	71.4	4	28.6	32	84.2	6	15.8	77	86.5	12	13.5
	2	66.7	1	33.3	1	100.0	0	----	4	100.0	0	----	20	87.0	3	13.0
Work thru inappropriate sexual attitudes and behaviors	11	84.6	2	15.4	10	76.9	3	23.1	30	76.9	9	23.1	71	85.5	12	14.5
	3	100.0	0	----	1	100.0	0	----	4	100.0	0	----	20	87.0	3	13.0
Provide emotional support	8	72.7	3	27.3	9	64.3	5	35.7	29	72.5	11	27.5	74	87.1	11	12.9
	2	50.0	2	50.0	1	100.0	0	----	4	100.0	0	----	16	72.7	6	27.3
Work thru jealousies/ child	10	83.3	2	16.7	11	84.6	2	15.4	30	78.9	8	21.1	80	88.9	10	11.1
	3	75.0	1	25.0	1	100.0	0	----	4	100.0	0	----	20	87.0	3	13.0

Table 6-6 Cont.

Training Tasks	Position of Worker															
	Supervisors'				Intake/ Investigation				CPS Caseworkers				Caseworkers (General Caseload)			
	Yes		No		Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
*Marshalls community resources	7	58.3	5	41.7	5	35.7	9	64.3	23	63.9	13	36.1	60	72.3	23	27.7
	2	50.0	2	50.0	1	100.0	0	----	4	100.0	0	----	15	68.2	7	31.8
Financial support	5	45.5	6	54.5	5	35.7	9	64.3	21	56.8	16	43.2	49	61.3	31	38.8
	2	50.0	2	50.0	1	100.0	0	----	4	100.0	0	----	12	54.5	10	45.5
Adjust to child/ offender	8	66.7	4	33.3	9	69.2	4	30.8	31	75.6	10	24.4	73	84.9	13	15.1
	4	100.0	0	----	1	100.0	0	----	3	100.0	0	----	18	81.8	4	18.2
*Marital counseling	11	78.6	3	21.4	8	61.5	5	38.5	33	82.5	7	17.5	79	89.8	9	10.2
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	18	78.3	5	21.7
Family planning counseling	10	76.9	3	23.1	7	53.8	6	46.2	26	66.7	13	33.3	66	75.0	22	25.0
	2	50.0	2	50.0	1	100.0	0	----	3	100.0	0	----	15	68.2	7	31.8
Deal with guilt	11	91.7	1	8.3	11	73.3	4	26.7	34	82.9	7	17.1	75	85.2	13	14.8
	4	80.0	1	20.0	1	100.0	0	----	3	100.0	0	----	17	77.3	5	22.7
Counseling child's needs, etc.	8	66.7	4	33.3	8	61.5	5	38.5	29	76.3	9	23.7	75	83.3	15	16.7
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	18	78.3	5	21.7
**Deal w/pressures from relatives-community	8	61.5	5	38.5	8	57.1	6	42.9	31	83.8	6	16.2	79	90.8	8	9.2
	3	75.0	1	25.0	1	100.0	0	----	3	100.0	0	----	17	73.9	6	26.1
Total	18				16				44				115			
	5				1				4				28			

Top numbers and percentages refer to experienced workers.
Bottom numbers and percentages refer to inexperienced workers.

* χ^2 sig. <.05, 3 df
** χ^2 sig. <.01

personal tasks, with the highest percent of the supervisors (92.9) indicating related training for the task of assisting in the process of viewing the child as victim rather than as seductor, and the lowest percent (66.7) for the tasks of helping the spouse adjust to child and/or offender when separation is effected and providing counseling on child development, needs, and problems. The highest percent of the CPS caseworkers (84.6 percent) indicated additional training for the task of helping the spouse in developing and adjusting to appropriate role relationships with the child; the lowest percent (66.7 percent) desired additional training for providing family planning counseling.

About 70.0 percent of the intake workers desired additional training to perform the inter-personal/intra-familial tasks, with the highest percent (85.7) indicating a desire for training related to the task of assisting the spouse in the process of viewing the child as victim rather than as seductor. The lowest percent (53.8) desired training to provide family planning counseling.

Well over 80.0 percent of the general caseworkers desired additional training to perform inter-personal/intra-familial tasks. The highest percent (92.0) desired training related to the task of helping the spouse develop and adjust in appropriate role relationships with the child. The lowest percent (75.0) indicated additional training to provide family planning counseling.

There was only one of the inter-personal/intra-familial tasks for which a statistically significant association was found between the desire for additional training and workers' position; namely, provide casework counseling around marital problems. About ninety percent of the general caseworkers, 82.5 percent of the CPS caseworkers, 78.6 percent of the supervisors, and a low of 61.5 percent of the intake workers indicated a desire for additional training to perform the task.

Approximately sixty percent of the supervisors, near fifty percent of the intake workers, right at seventy percent of the CPS caseworkers, and near eighty percent of the general caseworkers indicated a desire for additional training to perform the four family maintenance tasks. The highest percent of supervisors and intake workers (72.7 and 64.3 percent, respectively) indicated a desire for training to provide emotional support to the spouse when the offender is forced from the family. The highest percent of CPS and general caseworkers wanted training to help the spouse deal with pressures exerted by relatives and/or the community. The lowest percent of each group--45.5, 35.7, 56.8, and 61.3 percent, respectively--wanted additional training related to the task of providing maintenance/financial support when the offender is separated from the family.

There was a statistically significant association between the expressed desire for task related training need and the workers' position for two of the broad family maintenance tasks; namely, to marshall and coordinate community resources and to

help spouse deal with pressures exerted by relatives and/or the community. In each instance, general caseworkers were the most likely group to indicate a desire for additional task related training, and intake workers were the least likely group to desire additional training.

Based on level of performance and level of desire for additional training (analysis of findings incorporated in Tables 6-2 and 6-6), supervisors can be categorized generally as being at a low performance level and as having a high level of training needs. There were only five tasks for which a relatively low percent of the supervisors indicated having performed and for which a relatively low percent indicated a desire for additional task related training. Three of these tasks were of the broad family maintenance type; namely, to marshall community resources, to provide maintenance (financial) support, and to help spouse deal with external pressures. The two other tasks--to provide marital counseling and to provide counseling on child development, needs, and problems--were of the interpersonal/intra-familial type.

Intake workers can be categorized generally as being at a low level performance and a low training needs level. There were six tasks for which a relatively low percent of the workers indicated having performed and for which a relatively high percent indicated a desire for additional training. Three of these tasks are designed to bring about intra-personal insights and growth; the other three, inter-personal/intra-familial insights

and growth. There were two tasks for which a high percent of the intake workers indicated having performed and for which a low percent desired additional training; namely, provide spouse with insight into own role in the sexual abuse of the child and marshall community resources. For the other ten tasks, a relatively low percent of the intake workers had performed and desired additional task related training--three were intra-personal tasks, four inter-personal/intra-familial, and three family maintenance.

General caseworkers, and to a less extent, CPS caseworkers were categorized as being at a low performance level and at a high level of training. All of the tasks were of this general nature for the general caseworkers. There were over seven tasks for which a relatively low percent of the CPS caseworkers indicated having performed, and for which a relatively low percent desired additional task related training. Only one of these tasks was intra-personal; namely, help spouse develop a positive self-image. Three were inter-personal/intra-familial tasks--assist spouse in the process of viewing child as victim rather than as seductor, provide family planning counseling, and provide counseling on child development, needs and problems. The other three tasks were of the family maintenance type. See Table 6-6 for the complete distribution of experienced and inexperienced workers by position.

Sex of Workers by Task Related Training Needs

There was not a statistically significant association be-

tween sex of workers and the desire for related training for any of the tasks. As shown in Table 6-7, a slightly higher percent of the females indicated a desire for additional training for the majority of the tasks.

As a collectivity of tasks items, slightly over three-fourths of the males (N=48) in comparison to 87.0 percent of the females (N=142) indicated a desire for additional training to perform the intra-personal tasks. The highest percent of the males (84.6 percent) indicated a desire for training to perform the task of providing insight into the spouse's role in the sexual abuse of the child; the lowest percent (69.4) desired additional training to help spouse develop a positive self image. The highest percent of the females (89.7 percent) wanted additional training to help spouse move from denial of the sexual abuse of the child; the lowest percent (83.3) wanted task related training in helping the spouse develop a positive self-image.

A similar pattern of findings was noted for training in relation to inter-personal/intra-familial tasks. Just over three-fourths of the males and 83.3 percent of the females responded affirmatively. The highest percent of the males (83.8 percent) desired additional training to help spouse in developing and adjusting to parental (protector) role with child. The highest percent of the females (89.2 percent) desired training to help spouse in developing and adjusting to appropriate role relationships with offender. The lowest percent of males (69.2) and females (72.3) desired training in family planning counseling.

Table 6-7

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING
WITH UNINVOLVED SPOUSE BY SEX OF WORKER

Training Tasks	Sex of Worker							
	Male				Female			
	Yes No.	%	No No.	%	Yes No.	%	No No.	%
Own role in the sexual abuse	33 7	84.6 77.8	6 2	15.4 22.2	103 20	89.6 95.2	12 1	10.4 4.8
Positive self-image	25 6	69.4 75.0	11 2	30.6 25.0	95 16	83.3 80.0	19 4	16.7 20.0
Appropriate role relationships w/offender	31 7	81.6 77.8	7 2	18.4 22.2	99 18	89.2 81.8	12 4	10.8 18.2
Appropriate role relationships w/child	31 6	83.8 75.0	6 2	16.2 25.0	98 20	86.0 90.9	16 2	14.0 9.1
View child as victim	31 7	81.6 77.8	7 2	18.4 22.2	100 19	87.0 86.4	15 3	13.0 13.6
Move from denial	29 7	78.4 77.8	8 2	21.6 22.2	105 18	89.7 81.8	12 4	10.3 18.2
Sexual attitudes and behavior toward offender	28 7	75.7 87.5	9 1	24.3 12.5	101 18	87.8 85.7	14 3	12.2 14.3
Work thru inappropriate sexual attitudes and behaviors	27 7	77.1 87.5	8 1	22.9 12.5	94 19	84.7 90.5	17 2	15.3 9.5
Provide emotional support when offender is forced from home	24 6	68.6 75.0	11 2	31.4 25.0	95 15	84.1 71.4	18 6	15.9 28.6
Work thru jealousies/negative attitude toward child	29 7	76.3 87.5	9 1	23.7 12.5	100 19	88.5 86.4	13 3	11.5 13.6

Table 6-7 Cont.

Training Tasks	Sex of Worker							
	Male				Female			
	Yes		No		Yes		No	
	No.	%	No.	%	No.	%	No.	%
Marshalls community resources	22	62.9	13	37.1	72	66.7	36	33.3
	5	71.4	2	28.6	15	68.2	7	31.8
Financial support	19	57.6	14	42.4	60	56.1	47	43.9
	5	71.4	2	28.6	12	54.5	10	45.5
Adjust to child/offender	25	69.4	11	30.6	95	83.3	19	16.7
	5	71.4	2	28.6	19	90.5	2	9.5
Marital counseling	31	79.5	8	20.5	98	86.0	16	14.0
	6	75.0	2	25.0	17	81.0	4	19.0
Family planning counseling	27	69.2	12	30.8	81	72.3	31	27.7
	5	71.4	2	28.6	14	66.7	7	33.3
Deal with guilt	29	78.4	8	21.6	100	85.5	17	14.5
	7	77.8	2	22.2	16	80.0	4	20.0
Counseling on child's needs, etc.	28	73.7	10	26.3	90	79.6	23	20.4
	6	75.0	2	25.0	17	81.0	4	19.0
Deal w/pressures from relatives-community	28	77.8	8	22.2	96	85.0	17	15.0
	6	75.0	2	25.0	16	76.2	5	23.8
Total	48				142			
	10				25			

Top numbers and percentages refer to experienced workers.
 Bottom numbers and percentages refer to inexperienced workers.

Only two-thirds of the males and 73.0 percent of the females desired additional training to perform the family maintenance tasks. The highest percent of the males (77.8 percent) and females (85.0 percent) desired additional training to help the spouse deal with pressures exerted by relatives and/or community. The lowest percent of males (57.6) and females (56.1) wanted training in providing maintenance/financial support.

Age of Workers by Task Related Training Needs

There was a statistically significant association between age of workers and the desire for additional training for three of the specific tasks, with the oldest workers (N=31) being the most likely to desire additional training and those in the middle category (age 30 but less than 40) being the least likely.

According to Table 6-8, which also presents the distribution for inexperienced workers, 95.0 percent of the oldest workers, 60.0 percent of those in the middle category (N=50) and 61.2 percent of the youngest (N=112) desired training in the task of marshalling and coordinating community resources. For training to provide counseling around marital problems, 87.8 percent of the youngest, 72.5 percent of those in the middle age bracket, and 92.0 percent of the oldest desired task related training. Similar findings were noted for training to help the spouse deal with external pressures.

Table 6-8

TRAINING NEEDS RELATED TO TASKS PERFORMED IN WORKING WITH
THE UNINVOLVED SPOUSE BY AGE OF WORKER

Training Tasks	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Role in the sexual abuse	82	89.1	10	10.9	34	85.0	6	15.0	21	91.3	2	8.7
	15	88.2	2	11.8	11	91.7	1	8.3	3	100.0	0	-----
Positive self-image	73	81.1	17	18.9	28	73.7	10	26.3	20	87.0	3	13.0
	15	88.2	2	11.8	6	60.0	4	40.0	3	100.0	0	-----
Appropriate role relationships w/offender	77	85.6	13	14.4	33	86.8	5	13.2	21	95.5	1	4.5
	17	89.5	2	10.5	7	63.6	4	36.4	3	100.0	0	-----
Protector role w/child	79	85.9	13	14.1	33	82.5	7	17.5	18	90.0	2	10.0
	16	88.9	2	11.1	9	81.8	2	18.2	3	100.0	0	-----
View child as victim	78	85.7	13	14.3	34	82.9	7	17.1	20	90.9	2	9.1
	15	83.3	3	16.7	10	83.3	2	16.7	3	100.0	0	-----
Move from denial	78	86.7	12	13.3	34	82.9	7	17.1	24	96.0	1	4.0
	15	83.3	3	16.7	9	75.0	3	25.0	3	100.0	0	-----
Sexual attitude and behavior toward offender	78	86.7	12	13.3	33	80.5	8	19.5	20	87.0	3	13.0
	17	94.4	1	5.6	7	70.0	3	30.0	3	100.0	0	-----
Work thru inappropriate sexual attitudes and behaviors	71	82.6	15	17.4	32	80.0	8	20.0	19	86.4	3	13.6
	17	94.4	1	5.6	8	80.0	2	20.0	3	100.0	0	-----
Provide emotional support	72	80.9	17	19.1	29	72.5	11	27.5	19	90.5	2	9.5
	14	77.8	4	22.2	6	60.0	4	40.0	3	100.0	0	-----
Work thru jealousies/child	78	86.7	12	13.3	34	81.0	8	19.0	19	90.5	2	9.5
	16	88.9	2	11.1	9	81.8	2	18.2	3	100.0	0	-----

Table 6-8 Cont.

Training Tasks	Age of Worker											
	<30				30<40				40+			
	Yes		No		Yes		No		Yes		No	
No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
**Marshalls community resources	52	61.2	33	38.8	24	60.0	16	40.0	19	95.0	1	5.0
	14	77.8	4	22.2	5	50.0	5	50.0	3	100.0	0	----
Financial support	46	55.4	37	44.6	20	51.3	19	48.7	14	70.0	6	30.0
	12	66.7	6	33.3	5	50.0	5	50.0	2	66.7	1	33.3
Adjust to child/offender	74	82.2	16	17.8	29	70.7	12	29.3	18	85.7	3	14.3
	15	88.2	2	11.8	8	80.0	2	20.0	3	100.0	0	----
*Marital counseling	79	87.8	11	12.2	29	72.5	11	27.5	23	92.0	2	8.0
	15	88.2	2	11.8	7	63.6	4	36.4	3	100.0	0	----
Family planning counseling	61	67.8	29	32.2	28	70.0	12	30.0	20	87.0	3	13.0
	13	76.5	4	23.5	5	50.0	5	50.0	3	100.0	0	----
Deal with guilt	78	86.7	12	13.3	32	76.2	10	23.8	21	87.5	3	12.5
	14	82.4	3	17.6	8	72.7	3	27.3	3	100.0	0	----
Counseling child's needs, etc.	72	78.3	20	21.7	29	72.5	11	27.5	19	90.5	2	9.5
	14	82.4	3	17.6	8	72.7	3	27.3	3	100.0	0	----
*Deal w/pressures from relatives-community	79	85.9	13	14.1	27	71.1	11	28.9	20	95.2	1	4.8
	14	82.4	3	17.6	8	72.7	8	27.3	2	66.7	1	33.3
Total	112				50				31			
	20				14				4			

Top numbers and percentages based on experienced workers.

Bottom numbers and percentages based on inexperienced workers.

* χ^2 sig. <.05, 2 df

** χ^2 sig. <.01

Summary of Major Findings

Findings regarding the specific treatment tasks experienced workers have performed in working with the "uninvolved" spouse in child sexual abuse cases revealed the following:

1. Seventeen of the specific tasks had been performed by less than 60.0 percent of the workers; 60 percent of the 18 tasks had been performed by less than 50.0 percent.
2. On face value, the several tasks can fit into one of three broad categories; namely, tasks designed to bring about intra-personal insight and growth; tasks geared toward growth in inter-personal/intra-familial relationships; and family maintenance tasks. Less than 50.0 percent of the workers had performed tasks in the two former categories, while slightly more than 40.0 percent had performed family maintenance tasks.
3. There were differences in tasks performed by the position of workers. For the majority of specific tasks there was a statistically significant association, with the general caseworkers being the least likely group to have performed the tasks.
4. Of particular interest, was the observation that intake workers were as likely as CPS caseworkers to have performed the specific treatment tasks.
5. Of the seven intra-personal tasks, the lowest percent of workers in each group had performed the task of helping the spouse work through inappropriate sexual attitudes and behaviors. The task in the inter-personal/intra-familial category which was performed by the lowest percent of the workers was helping the spouse adjust to child and/or offender when separation is effected.
6. The lowest percent of workers had performed the family maintenance tasks. There were differences in the tendency to perform by position of workers, with intake workers and CPS caseworkers being as likely to have performed such tasks as intra-personal and inter-personal tasks.
7. Males were as likely to have performed the tasks as were females. More importantly, there was a statistically significant difference in level of performance for three of the tasks; namely, marshall community resources, provide family planning counseling, and provide counsel-

ing around child development, needs, and problems, with males being more likely than females to have performed.

Analysis of findings relevant to training needs revealed the following:

1. The overall desire for additional task related training was at a high level--for only six of the 18 tasks did less than 80.0 percent of the experienced workers indicate a desire for additional training.
2. There were some differences in training needs in the broad areas by the position of workers. About three-fourths of the supervisors and intake workers, approximately eighty percent of the CPS caseworkers, and near ninety percent of the general caseworkers desire additional training to perform tasks related to intra-personal development and growth.

Just under eighty percent of the supervisors and CPS caseworkers, about seventy percent of the intake workers, and well over eighty percent of the general caseworkers desired additional training to perform tasks basic to the development and growth in inter-personal relationships.

Approximately sixty percent of the supervisors, near fifty percent of the intake workers, right at seventy percent of the CPS caseworkers, and near eighty percent of the general caseworkers desired additional training to perform family maintenance tasks.

3. Based on level of performance, i.e., percent of workers indicating having performed the tasks, and the level of desire for additional task related training, i.e., percent of workers indicating a desire for additional training, supervisors, general caseworkers, and CPS caseworkers can be categorized generally as being at a low performance level and at a high training needs level.

Intake workers can be categorized generally as being at a low performance and a low training needs level.

SECTION 7

REFLECTIONS ON THE FINDINGS, CONCLUSIONS, AND RECOMMENDATIONS

Introduction

Child sexual abuse cases are not cases which reveal themselves only occasionally in Kentucky. This is indeed a conclusion which can be drawn from the fact that over 70.0 percent of the experienced workers had encountered more than one type of sexual abuse case by the relationship of the offender.

While myths abound about the "dirty ole man" who lurks in hidden places for the opportune time to molest our children, the facts clearly indicate that parents or other close relatives are most often the perpetrator in reported cases of child sexual abuse. And, we have no reason to doubt that this is the case in unreported cases since there is clear indication that when strangers are involved, cases are more likely to be reported.

Unlike the rape victim, the sexually abused child is generally subjected to such abuse over a period of time. It would indeed be a blessing to find that most cases encountered involve a one occurrence/unique incident. However, this is not the case; the majority of workers indicated that cases involving sporadic contact over time were the most prevalent, with those in which the relationship is enduring/habitual in nature being second in prevalence.

A higher percentage of the workers (over 70.0 percent) had handled cases involving actual penetration than fondling (over

60.0 percent). Among workers having encountered more than one type, about one-third considered cases involving penetration most prevalent. About 28.0 percent of the workers indicated having handled more cases involving fondling.

Children of all ages are victims of sexual abuse, with the most prevalent age of reported children being the young adolescent (10<14 years of age). Given the fact that most reported cases do not involve a one occurrence/unique incident, we must conclude that the abuse begins at an even earlier age.

Drawing upon the findings that: (1) a parent or other close relative is most often the perpetrator, (2) the relationship is generally one which occurs over time, (3) penetration and/or fondling with sexual overtones is involved, and (4) at the time of the report the child has to deal with the guilt of the sexual abuse situation, in addition to the numerous other struggles related to personality development and physical growth, it becomes of paramount importance to take stock of where we are in case handling and where we may need to go.

According to workers, the common features of the most difficult cases with which to work are those which involve: (1) a father-daughter relationship, (2) an enduring/habitual relationship, (3) actual penetration, and (4) the young adolescent.

Summary of Major Findings

The Nature of Child Sexual Abuse Cases

While slightly more than sixty percent of all respondents

(N=225) said they would not mind working with child sexual abuse cases, only 57.9 percent of the inexperienced workers (N=38) compared to 63.6 percent of the experienced (N=187) indicated this unqualified willingness.

There were also differences in the willingness to work with sexual abuse cases by the position of workers, with the general caseworkers (56.4 percent) being less likely than supervisors (76.5 percent), intake workers (81.3 percent), and CPS caseworkers (70.5 percent) to indicate they would not mind doing so.

A significantly higher percent of the intake workers (N=16), the CPS caseworkers (N=44), and the general caseworkers (N=115) than the percent of the supervisors (N=18) had encountered cases involving a father-daughter and a paramour-child relationship. Similarly, a significantly higher percent of the intake workers and the CPS caseworkers than the percent of the supervisors had handled cases involving hand-genital contact.

While more than a third of all workers thought cases in which young adolescents are involved are the most difficult with which to work, there were some apparent differences when considering the workers' position. Intake workers (15.4 percent), CPS caseworkers (36.8 percent), and general caseworkers (34.0 percent) were less likely than were supervisors (50.0 percent) to make this assessment. Interestingly, the highest percent of the intake workers (38.5 percent) considered cases involving children age six to less than ten to be the most difficult.

There were some differences in the perceived difficulty of case handling by the age of the workers. Workers age forty and above (44.4 percent) and those age 30 but less than 40 (45.2 percent) were more likely than those under age 30 (26.9 percent) to consider cases of children age ten to less than fourteen to be the most difficult. On the other hand, a higher percent of the workers under 30 (26.9 percent) and those age 30 but less than 40 (28.6 percent) than the workers age 40 and above (7.4 percent) considered the less than age six group to be most difficult.

One possible explanation for the perceived difficulty by the age of the workers might lie in the workers' own stage in parenthood. More succinctly, older workers are more likely to be parent to young adolescents. Thus, they would be more attuned to the "difficulties" they present. By the same token, younger workers might find cases involving young children to be most difficult for much the same reason.

A second possible explanation might lie in the fact that workers tend to identify with and become more sensitive to cases involving children who are in the general age bracket of their own children. Whatever the reason might be, it appears worthwhile to consider the age of workers as a factor in case handling.

Case Handling in Child Sexual Abuse Cases

Considerably less than 100.0 percent of the workers had performed each of the 13 broad tasks. From tasks performed, work

in child sexual abuse cases has been primarily related to initial handling and case processing. More importantly, less than 50.0 percent of the workers had performed broad treatment tasks.

An important observation was the finding that the level of task performance, i.e., percent of workers indicating having performed, appeared to reflect workers' position only in terms of the initial intervention stage. There was a statistically significant association for the broad initial intervention tasks of interviewing the "uninvolved" spouse and dealing with immediate family crises. In each instance, intake workers and CPS caseworkers were more likely than supervisors and general caseworkers to have performed the tasks. Interestingly, these significant findings were not observed for the broad diagnostic and treatment tasks.

Each of the broad tasks was perceived as the responsibility of some other community resource by some of the workers--12.0 percent for initial intervention tasks, 19.4 percent for diagnostic tasks, and 55.7 percent for treatment. Of the broad initial intervention tasks, a high of 19.1 percent of the workers considered the task of interviewing the offending parent/substitute to be more appropriate to another community resource; 16.5 percent gave the same judgment for the task of gathering facts from others. A high of 32.0 percent of the workers considered the broad diagnostic task of evaluating the individual's problems as being more appropriate to some other community resource; 19.6 percent felt similarly for the task of evaluating the family's problems.

These observations indicate that some workers view child sexual abuse cases inappropriate to the public social agency, and they clearly view treatment in such cases to be the major responsibility of some other community resource.

There were some important differences in the perception of treatment task responsibility by position of workers. There was a statistically significant association for the tasks related to the young child, the family unit, and the older child, with CPS caseworkers being the most likely to delegate responsibility to some other community resource.

The overwhelming majority of the experienced and inexperienced workers indicated a desire for additional training to perform the broad tasks. When considering the position of workers, the expressed desire for training appeared to be related to the workers' actual and/or perceived role in case handling.

While training was the desire of the majority of workers, the notion of training did not appreciably influence workers' perception of task responsibility. For the majority of broad tasks, slightly more than 50.0 percent of the workers wanted the responsibility for any of the tasks indicated as being the major responsibility of some other professional community resource. Position, sex, and age of workers seemed to have some bearing on workers' readiness to perform broad tasks with the provision of adequate training. In general, supervisors and intake workers were influenced in their readiness to perform diagnostic tasks, while CPS and general caseworkers were influenced in regards to

treatment tasks. Females were more likely than males to be influenced in their readiness to perform initial intervention tasks.

Specific Treatment Tasks and Related Training Needs in Working with the Sexually Abused Child

Two few of the workers have performed specific treatment tasks which can aid sexually abused children, as coping beings, and tasks which are designed to stabilize children in intra-familial and peer relationships. These concerns are not diminished when the workers' position is considered. Indeed, for eight of the twenty tasks, less than two-thirds of the CPS caseworkers had performed. More importantly is the finding that over half of the general caseworkers, who made up almost two-thirds of the sample of direct service workers, had performed less than fifty percent of the tasks.

The specific treatment tasks in which the workers had low involvement and for which expressed desire for additional training was also at a low level can be categorized as tasks which are not generally viewed as "treatment" and as such may be less considered the proper domain of specialized CPS services.

In general, all of the positional groups can be categorized as being at a low performance level and a high training needs level. While this is so, it was the general caseworker which was the most likely to be at a high training needs level in relation to level of task performance.

Specific Treatment Tasks and Related Training Needs in Working with the Offending Parent/Substitute

Too few workers have performed specific treatment tasks which can aid in intra-personal insights and growth, in family rehabilitation, and in family maintenance. More importantly, the lowest percentage of the workers had performed the tasks considered basic to intra-personal insights and growth, especially those related to sexual problems.

For five of the tasks, there was a statistically significant association between workers' position and task performance, with general caseworkers being the least likely group to have performed the task.

There was a statistically significant association between sex of workers and the tendency to perform eight of the specific tasks, with males being more likely than females to have performed.

An overwhelming majority of the workers expressed a desire for additional task related training. There were only two tasks for which a relatively low percent of the workers performed and for which a relatively low percent indicated a desire for additional training; namely, coping with personal feelings about the offender and marshalling and coordinating community resources.

Specific Treatment Tasks and Related Training Needs in Working with the "Uninvolved" Spouse

Too few workers have performed treatment tasks with the "uninvolved" spouse which might bring about intra- and inter-

personal insights and growth. Just as important is the observation that even fewer workers had performed tasks designed to maintain the family as a viable unit.

There were differences in tasks performed by the position of workers. For the majority of the specific tasks there was a statistically significant association, with general caseworkers being the least likely group to have performed the tasks. Of the intra-personal tasks, the lowest percent of workers in each positional category had performed the task of helping the spouse work through inappropriate sexual attitudes and behaviors.

Of particular interest was the observation that intake workers were as likely as CPS caseworkers to have performed the specific treatment tasks.

Males were as likely to have performed the tasks as were females. More importantly, there was a statistically significant difference in level of performance for the tasks of marshalling community resources, providing family planning counseling, and providing counseling around child development, needs and problems, with males being more likely than females to have performed.

The overall desire for additional task related training was at a high level--for only six of the 18 tasks did less than 80.0 percent of the experienced workers indicate a desire for additional training.

Conclusions

1. Child sexual abuse in Kentucky is a reality as attested to by the following facts: (1) participation in the sexual abuse survey is represented by 86.7 percent of all of the States' counties, (2) over 80.0 percent of the respondents had encountered/handled sexual abuse cases, and (3) 70.0 percent of the experienced workers had worked with more than one type of child sexual abuse case.
2. Case handling is difficult and it represents a task which is not assumed with a high degree of eagerness by some workers (about 40.0 percent).
3. Given the nature of the findings, there appears to be grounds for concluding that case assignment based on characteristics of the worker and the sexually abused child might enhance case handling.
4. Based on the finding that direct service workers, particularly intake and CPS caseworkers, were more likely than supervisors to have handled cases involving a father-daughter and a paramour-child relationship, one might conclude that the ability of supervisors to provide case direction might be limited by this lack of experience.
5. Generally speaking, public agency workers perform tasks related to the initial handling and processing of child sexual abuse cases.
6. Some workers consider sexual abuse cases to be inappropriate for the public social agency.
7. The workers generally view treatment tasks as being more appropriate to/the major responsibility of other professional community resources.
8. The notion of training does not appreciably influence workers' perception of task responsibility. Position, sex, and age of workers seemed to have some bearing on workers readiness to perform broad tasks with training.
9. Based on the relatively low percent of workers who have performed the specific treatment tasks, one might conclude that, unless such tasks are performed by other agency staff, e.g., foster care, or through referrals to other professional community resources: (1) the needs of all sexually abused children and their parents/substitutes as coping beings are not being met, and (2) we are falling short in the goals of stabilizing the involved parties in intra-familial and inter-personal relationships.

10. While the majority of all workers indicated a desire for additional treatment task related training, there are differences in training needs based on the workers' position, perception of task responsibility, and the nature of the treatment.
11. While CPS is becoming a specialized area, e.g., specially identified staff, it is apparent that the general caseworker is involved in each of the stages in case handling.

Recommendations

1. It might prove beneficial to require supervisors, who are responsible for directing the provision of services by direct service workers in child sexual abuse cases, to have experience in handling such cases.
2. Training in the specialized area of child sexual abuse should be provided to all workers, including general caseworkers.
3. A procedure for assessing the attitudes of workers toward working with child sexual abuse cases should be instituted.
4. For the purposes of case handling beyond initial intake, considerations of the characteristics of the case and of the workers should be a part of the guide in case assignment.
5. Sexual abuse training should be provided with some consideration of the workers' position, i.e., role in the total process.
6. It is recommended that the needs of all parties in the sexual abuse situation be assessed and met toward the goal of maintaining the family as a viable unit, as far as and when possible.
7. It is recommended that "treatment" be provided through an identified private counseling agency which has staff experienced in working with sexual abuse and other family problems.
8. In communities which do not have available resources beyond the public agency, it is recommended that the focus of "treatment" oriented training efforts be directed to direct service workers as a first priority.

9. Sexual abuse training needs to go beyond identification, case characteristics, etc. Workers must be prepared to perform specific treatment tasks designed to bring about intra- and inter-personal insights and growth.

END