

Red Flags

Addressing offender sexual abuse is important both individually and within the agency. While you may not be in danger of committing such an offense, a staff member, another volunteer, or contractor may be. Therefore it is very important to pay close attention to your colleague's behavior as well as your own.

The following examples are a list of behaviors that may be signs that you or someone working with the youth offenders is in danger of engaging in some form of sexual abuse, assault, or misconduct. These behaviors or "red flags" may signal that there are problems ahead for you, your colleagues', or the agency.

Some examples of "red flags" are:

- Deviating from agency policy for the benefit of a particular offender
- Changes in appearance of an offender, staff or volunteer/contractor
- Overlooking infractions of a particular offender
- Spending a lot of time with a particular offender
- Taking up an offender's cause or grievance
- Doing favors for an offender
- Getting into conflicts with facility staff over an offender
- Withdrawing from staff and/or other offenders
- Consistently volunteering for a particular assignment or shift in an effort to get close to the offender
- Coming to work early and/or staying at work late
- Flirting with an offender

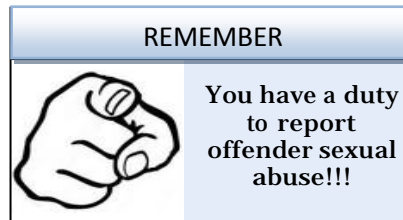
Remember, it's a problem for everyone when a staff member, volunteer, or contractor becomes involved in inappropriate relationships with an offender. By regularly looking for red flags and signs of overly familiar relationships, you will be doing a personal check of your feelings and emotions as well as those of the facility staff, volunteers, and contractors of the department.

Duty to Report

As a valued contributor to this department, you have a duty to report incidences where staff, contract staff, volunteers, or juveniles are sexually involved with or harassing a juvenile.

Some forms of reporting include but are not limited to:

- Facility Administrator(s)
- Facility Supervisor(s)
- Officer in Charge (OIC)
- Hualapai Nation Police Department
- HR/Tribal Administration
- Bureau of Indian Affairs



RESOURCES

- Prison Rape Elimination Act of 2003
- National PREA Resource Center
- HJDRC PREA Policy 4.05
- National Institute of Corrections

BROCHURE DEVELOPED BY THE
HUALAPAI JUVENILE DETENTION AND
REHABILITATION CENTER

PREA Standard 115.354 requires Correctional agencies to publicly distribute information on PREA via the agency website, facility postings, and/or information pamphlets.



Hualapai Juvenile Detention and Rehabilitation Center



A guide for the Prevention and Reporting of Sexual Abuse/ Assault/ Misconduct of Youth Offenders



PREA

The Prison Rape Elimination Act of 2003 (PREA) is a Federal law established to address the elimination and prevention of sexual assault and rape in correctional systems. PREA applies to all federal, state, and local prisons, jails, detentions, police lock-ups, private facilities, and community settings such as residential facilities.

In response to PREA, the Hualapai Juvenile Detention and Rehabilitation center has adopted a standard of zero- tolerance that applies to HJDRC staff, other offenders, volunteers, contractors, or individuals having custody of or responsibility for the safety, security, care, and/or treatment of offenders. Volunteers and contractors must be aware that unprofessional relationships will not be tolerated and these relationships are criminal and may be prosecuted under local and federal statutes.

Objective

This pamphlet is written to train and educate you on the Prison Rape Elimination Act of 2003 (PREA). The goal of all HJDRC personnel is to keep our youth free from sexual abuse while detained. This pamphlet is also intended to provide information on maintaining professional boundaries while working with youth offenders, and place emphasis on your duty to report incidents of offender sexual abuse.

HJDRC

All adults working with youth offenders, including volunteers and contractors, are required to adhere to the HJDRC Policy & Procedure, in its entirety.

The HJDRC's PREA Policy (4.05) establishes our agency's zero-tolerance for incidents of sexual abuse, assault, or misconduct and our commitment to preventing, detecting, and responding to such acts. All allegations of sexual abuse or sexual harassment will be referred for investigation to an agency with the legal authority to conduct criminal investigations, unless the allegation does not involve potentially criminal behavior.

THE LAW

**THERE IS NO SUCH THING AS
CONSENSUAL SEX BETWEEN
OFFENDERS AND STAFF,
VOLUNTEERS, OR CONTRACTORS!**



Sexual Abuse

Encompasses the following:

1. Offender on Offender sexual abuse
2. Offender on Offender Sexual Harassment
3. Employee, volunteer, contractor on Offender Sexual Abuse:
 - Any solicitation of offender to engage in sexual contact or penetration constitutes sexual abuse.
 - Any sexual contact with an Offender
 - Any sexual penetration with an Offender
 - Any indecent exposure with an Offender
 - Any behavior of voyeurism
4. Employee, volunteer, contractor on Offender Sexual Harassment

Undue Familiarity

All employees, volunteers, and contractors of the department should treat offenders in a firm, fair and consistent manner, and refrain from inappropriate and improper contact with them. Whenever there is reason to discuss an offender's problem with them, a professional attitude consistent with roles and responsibilities should be exercised. As an employee, volunteer or contractor, you should not:

- Borrow anything from an offender
- Lend anything to an offender
- Accept any gift or personal service from an offender, except as specified by law, regulation, or directive
- Make gifts to or perform personal services for an offender
- Use abusive, indecent, or profane language in the presence of an offender
- Curse an offender, or
- Knowingly enter into a business relationship with an offender or their family member or close relative

Additionally, it is a criminal offense for any person to sell or give an offender any intoxicating drink, barbiturate or stimulant drug, or any narcotic, poison or poisonous substance; to convey to or from an offender any letters or oral messages, or give any instrument or weapon to escape, or that will aid in an assault or insurrection; or to trade with an offender clothing or stolen goods or to sell/give an offender any article forbidden by detention rules.

The information listed above is not all inclusive. When in doubt one should seek clear guidance from an agency representative before engaging in what could be viewed as misconduct later. If it "exceeds" professional standards of conduct and/or deviates from agency policy, it may be undue familiarity.