

## **ACA conference Presentation and Guide for PREA Implementation**

1. Organizational Capacity
  - a. HR, Contracts, Administration/policy-procedure, mental health, medical, facility services, minority services, training academy, SARRC/SARRT, PCM,
    - i. Experts in the above fields given standards breakdown to accomplish compliance in their area
  - b. Top, middle, security staff, new staff, residents all need buy-in and ownership

### **Top—Director, executive managers, superintendents**

1. Prevention, prevention, prevention
2. Not just PREA, but preventing, responding to, and monitoring—the bigger picture
3. “I’m thinking no” story to reflect how it does not always make its way from top to line staff
4. Agenda item for every top level management meeting
5. Policy and procedure change
6. Director and executive manager buy in and education
  - a. Standards training and role education
  - b. Expertise used to make changes that work
  - c. Form respectful and collaborative relationships
  - d. Important to share how to use capacity to make use of staff and colleagues to attain needed changes in their area of expertise
  - e. Reoccurring meetings to insure progress, assist, and share success/new ideas
7. Tool kit for final look at all details and fine tuning—broken down into each area of the organization and timeline for reporting back on exactly how each toolkit question is met in policy, procedure, implementation, and action
  - a. Overview of progress or completion for the agency
  - b. SARRC/SARRT; PCM; Policy and procedure; training; reporting—allegations, findings, investigations;
8. PCM
  - a. Duties
  - b. Vulnerable and high risk distinction
  - c. Oversight
  - d. Prevention plan
  - e. SARRC/SARRT
  - f. Prevention team
  - g. Facility sexual prevention
  - h. Team of all represented
  - i. Prevention plan
  - j. Buy in of all staff in all areas
9. SARRC
  - a. SARRC (coordinator)

- I. Basic duties
- II. Procedure for actions
- III. Our procedure
- b. SARRT (team)
  - I. Makeup
  - II. Responsibilities
  - III. Expansion—when and why
- c. Community advocate—on SARRT or SARRC on community team
  - a. MOU with community advocate agency
    - I. To provide advocate at hospital
    - II. Follow-up
- d. VA—staff
  - a. Training, assignment, responsibilities
- e. Capacity and how to use it to share the duties
  - a. SARRT; managers; line staff; mental health; medical; PCM, security manager
- f. Log
  - I. Allegation, involved residents, Law enforcement involvement, mental health tracking, retaliation tracking, notifications to residents, first responders form, SARRT checklist, finding, documentation of sending completed forms and log to agency PREA coordinator
  - II. Incident reviews—sub/unable to sub
    - a) What happened, staff review, technology review, process review, needed changes, action plan to make changes, make changes, if changes not made—document why

## **Middle—facility program managers, unit managers/coordinators**

1. Prevention, prevention, prevention
2. Not just PREA, but preventing, responding to, and monitoring—the bigger picture
3. Agenda item for every management meeting
4. Collaboration and capacity building
  - a. Unit, facility, agency
5. Standards education and role identification—prevention, prevention, prevention
  - a. Status of agency and PREA
6. Buy in, ownership, understanding, investment
  - a. Building capacity with unit staff to share prevention duties
  - b. Vulnerable and high risk
    - I. Supervision, bed assignments, education, work, treatment plan, VA
7. Sight and sound supervision and role modeling responsibilities
8. Reporting, verification, and documentation duties
  - a. Mandatory child abuse reporting
  - b. Definitions of sexual abuse and harassment to report

9. First responder's duties and form
10. Retaliation monitoring
11. VA duties, retaliation monitoring,
12. Unscheduled rounds and documentation
13. Ongoing education of residents
14. Notifications to residents
15. PCM
  - k. Duties
  - l. Vulnerable and high risk distinction
  - m. Oversight
  - n. Prevention plan
  - o. SARRC/SARRT
  - p. Prevention team
  - q. Facility sexual prevention
  - r. Team of all represented
  - s. Prevention plan
  - t. Buy in of all staff in all areas
16. SARRC
  - g. SARRC (coordinator)
    - IV. Basic duties
    - V. Procedure for actions
    - VI. Our procedure
  - h. SARRT (team)
    - I. Makeup
    - II. Responsibilities
    - III. Expansion—when and why VA—staff
    - IV. Training, assignment, responsibilities
  - i. Log
    - I. Allegation, involved residents, Law enforcement involvement, mental health tracking, retaliation tracking, notifications to residents, first responders form, SARRT checklist, finding, documentation of sending completed forms and log to agency PREA coordinator
    - II. Incident reviews—sub/unable to sub
      - a. What happened, staff review, technology review, process review, needed changes, action plan to make changes, make changes, if changes not made—document why

### **Line workers/security staff refresher and reminder**

1. Prevention, prevention, prevention
2. Not just PREA, but preventing, responding to, and monitoring—the bigger picture

3. Collaboration and capacity building
  - a. Important job staff have, buy in to working as a team in prevention
  - b. Agenda item for every unit and management meeting
  - c. Prevention team and plan for facility
    - l. Their ideas/input/participation/feedback
  - d. Standards education/definitions/agency status
  - e. Reporting duties
  - f. Supervision requirements
  - g. Retaliation monitoring
  - h. Vulnerables and high risk
  - i. VA duties
4. SARRC

#### SARRC (coordinator)

- a. Basic duties
- b. Procedure for actions
- c. Our procedure

#### SARRT (team)

- a. Makeup
- b. Responsibilities
- c. Expansion—when and why VA—staff
- d. Training, assignment, responsibilities

#### Log

- a. Allegation, involved residents, Law enforcement involvement, mental health tracking, retaliation tracking, notifications to residents, first responders form, SARRT checklist, finding, documentation of sending completed forms and log to agency PREA coordinator
- b. Incident reviews—sub/unable to sub
  - l. What happened, staff review, technology review, process review, needed changes, action plan to make changes, make changes, if changes not made—document why

#### Required SARRC notifications

#### PCM

- a. Duties
- b. Vulnerable and high risk distinction
- c. Oversight
- d. Prevention plan
- e. SARRC/SARRT
- f. Prevention team

- g. Facility sexual prevention
- h. Team of all represented
- i. Buy in of all staff in all areas

## **New Employees**

1. Prevention, prevention, prevention
2. Standards and education –how it effects them
3. Not just PREA, but preventing, responding to, and monitoring—the bigger picture
4. Dynamics of sexual abuse
5. First responders training
6. Victim advocate training
7. Professional ethics and boundaries
8. Reporting
  - a. Saving another staff job by early intervention
  - b. What and when to report resident behavior
  - c. Mandatory child abuse reporting
  - d. Consistency and early intervention
  - e. Multiple ways to encourage resident reporting
    - I. A resident reporting is not a threat to staff
    - II. Be accommodating and helpful
    - III. If your behavior is at fault—self report
9. Retaliation monitoring
  - a. Monitor residents and/or staff who report for any retaliation against them
  - b. Report any retaliation to SARRC
  - c. Stop retaliatory behavior
    - I. Appropriate and immediate accountability
10. Sight and sound supervision—really!!
  - a. What sight and sound is and isn't
  - b. Complacency
  - c. That may be what you were trained to do but this is how it really is culture
11. Consistency and accountability—the strong foundation for treatment and reducing abuse incidents
  - I. Ryan and Iraq example of aware and ready to respond
12. Manipulation—resident or staff
  - a. Downing a Duck—resident
  - b. Code of silence needs to be the code of assistance
    - I. Save your job or a colleagues
    - II. Coaching, reprimand instead of termination, training, counseling or referrals
    - III. I knew that was going to happen or I'm not surprised that happened
13. SARRC/SARRT
  - a. What this is

- b. When to notify or report to and your part of the team
- 5. PCM
  - a. Who this is and what this is
    - I. Prevention team
    - II. Prevention plan
    - III. Reports of facility or supervision issues
    - IV. You jump and I'll pull story (thoughtful prevention)
- 6. Red flag behaviors—ignorance is not an answer
- 7. I made a mistake—report yourself
- 8. Investigations
  - a. Encourage resident reporting
  - b. Duty stationed at home
  - c. False allegations
  - d. Honest, open and professional
- 9. What's next and maintenance plans

Resources:

- 1. National PREA Resource Center
  - a. <http://www.prearesourcecenter.org/>
- 2. *PREA toolkit for juvenile corrections*
  - a. <http://nicic.gov/Library/026409>
- 3. National PREA Resource Workgroup NPR-Work
  - a. <http://cms.oregon.gov/oya/pages/prea/prea.aspx>
- 4. *PREA 101 webinars*
  - a. <http://www.wcl.american.edu/endsilence/preastandards.cfm>
- 5. *PREA standards*
  - a. [http://www.ojp.usdoj.gov/programs/pdfs/prea\\_final\\_rule.pdf](http://www.ojp.usdoj.gov/programs/pdfs/prea_final_rule.pdf)
- 6. *PREA standard and analysis*
  - a. [http://www.wcl.american.edu/endsilence/documents/PREASTandardsComparisonChart\\_JuvenileMay2012.pdf](http://www.wcl.american.edu/endsilence/documents/PREASTandardsComparisonChart_JuvenileMay2012.pdf)
- 7. *NCI training*
  - a. <http://nicic.gov/>
  - b. <http://nicic.gov/Training/PREA> online training--“Your Role: Responding to Sexual Abuse
  - c. NCI Resource Kit (PREA)
    - i. <http://nicic.gov/Library/024657>

*ANNOTATION: This DVD contains NIC videos, DOJ proposed standards, an NIC e-course and dozens of documents to help you learn about the Prison Rape Elimination Act (PREA). The disc includes:*

- *the E-Course “Your Role: Responding to Sexual Abuse”*

*The following videos:*

- *Facing Prison Rape: How the Prison Rape Elimination Act Affects You*
- *Responding to Prisoner Rape: Assessing Your Agency's Response to Prison Sexual Assault*
- *Speaking Up: Discussing Prison Sexual Assault (versions for either males or females in English and Spanish)*
- *Keeping Our Kids Safe: PREA and Juvenile Justice*

*And dozens of documents, including:*

- *Breaking the Code of Silence: Correctional Officers' Handbook on Identifying and Addressing Sexual Misconduct*
- *PREA Implications for Sheriffs: The Facts*
- *Managing Lesbian, Gay, Bisexual, Transgender, and Intersex Inmates: Is Your Jail Ready?*
- *National Prison Rape Elimination Commission Report*
- 8. *Just Detention International*
  - a. <http://www.justdetention.org/en/FPREA.aspx>
- 9. *The Moss Group*
  - a. [http://www.mossgroup.us/prison-rape-elimination-act\\_prea-home.html](http://www.mossgroup.us/prison-rape-elimination-act_prea-home.html)
    - i. Caleb Asbridge