

## SEXUAL MISCONDUCT

**Sexual misconduct is defined as any behavior of a sexual nature (including consensual) between:**

- Staff (including contract staff) and offenders/probationers
- Volunteer staff and offenders/probationers
- Two or more offenders
- Visitors and offenders/probationers

**Behavior of a sexual nature includes:**

- Sexual abuse
- Sexual assault
- Sexual harassment
- Physical touching of a sexual nature
- Sexual obscenities
- Conversations or correspondence of a sexual or erotic nature

**SEXUAL CONTACT IS PROHIBITED WHETHER OR NOT THE INVOLVED PERSON AGREES TO IT.**

If someone tries to intimidate you, seek assistance from a staff member you trust and report the staff member or offender immediately, or call the sexual abuse hotline by dialing #55.

## MAKING FALSE CLAIMS

Offenders making false or frivolous claims “in bad faith” against staff or other offenders will be handled in accordance with DOC Operating Procedure 861.1 at the discretion of the institutional administration and PREA Analyst.

The sexual abuse hotline should not be used to report other types of issues or concerns. Misuse of the hotline hampers the ability to respond to calls from those that *are* in need of aid as a consequence of sexual abuse, sexual assault or sexual misconduct.

## RETALIATION

Retaliation by staff or other offenders for reporting instances of sexual abuse or sexual harassment will not be tolerated. If you feel you are being retaliated against for reporting instances of sexual abuse or sexual harassment, please notify a staff member you trust, your counselor or unit manager, or call #55.

## ADDITIONAL INFO

The general public including probationers can report incidents of sexual abuse and/or harassment by calling

**1-855-602-7001**

or by visiting

[www.vadoc.virginia.gov](http://www.vadoc.virginia.gov)

A unit manager can provide information on external crisis intervention and emotional support.

## VIRGINIA DEPARTMENT OF CORRECTIONS



***“Detecting, Reporting, Preventing”***

**SEXUAL ASSAULT  
AWARENESS  
AND  
PREVENTION**

## WHAT IS PREA?

The Prison Rape Elimination Act (PREA) of 2003 was enacted by Congress to address the need to protect those who are under the supervision of a U. S. Correctional Agency from sexual abuse and/or sexual harassment.

The Virginia Department of Corrections (VADOC) is committed to and has adopted a **ZERO-TOLERANCE** standard for sexual abuse and/or sexual harassment of offenders or probationers by all staff (including contractors/volunteers) and other offenders. The VADOC strives to cultivate an environment where employees, as well as offenders, regardless of age, race, gender or sex are both safe and free from any type of sexual related misconduct.

## SUSPICIOUS BEHAVIOR

The following are suspicious behaviors that you should look out for to avoid inappropriate relationships with a staff member or offender:

- Offenders that are on a first name basis with staff, contract staff or volunteers
- Staff disappearing for long periods of time, showing up early or staying late
- Offenders accepting gifts from staff
- Staff, contract staff or volunteers showing favoritism towards an offender
- Staff, contract staff or volunteers in close proximity to or engaging in inappropriate conversation or touching with offenders

## REPORTING

**Report sexual abuse and/or sexual harassment to a staff member, dial #55 for the sexual abuse hotline or call the**

**National Sexual Assault Hotline at  
1-800-656-4673.**

**For additional emotional support please call  
1-800-838-8238**

**or write:**

**P.O. BOX 17115  
Richmond, VA 23226**

The longer you wait to report sexual abuse or sexual harassment, the more difficult it is to obtain the evidence necessary for a criminal and/or administrative investigation. **VADOC staff are trained to handle these situations.** If the abuse or harassment happened in the past, the incident can still be reported.

### **If an assault has happened.....**

Contact a staff member at once and immediately request medical attention. You may have serious injuries that you are not aware of, and any sexual contact can expose you to sexually transmitted diseases.

Do not shower, brush your teeth, use the restroom or change clothes before seeking and receiving help as this could destroy important evidence.

If you have been sexually assaulted or witnessed a sexual assault but you are uncomfortable reporting the incident to staff, you may report anonymously by dialing #55 for the sexual abuse hotline.

You may also seek the support of a trusted friend, family member or staff member such as, the chaplain, medical/mental health staff or counselor. VADOC will take reports from third parties on your behalf.

Mental health staff and counselors are available for crisis care and other on-going services which can be of benefit to you in the event of an assault.

## PREVENTION

**Here are a few preventative strategies to avoid sexual assault or sexual misconduct:**

- Be aware of your surroundings and stay alert
- Avoid the consumption or accepting of alcohol or drugs
- Be aware of offenders, staff members or visitors who are overly friendly
- Avoid flirtatious behavior with staff or offenders
- Avoid jokes/comments that could be interpreted as sexual in nature
- Do not be afraid to say “No” or “Stop”
- Steer clear of areas with minimal or no supervision
- If someone physically touches you in a manner that may seem sexual, walk away and report the incident immediately
- Avoid sharing personal information with staff or offenders
- Do not engage in ANY type of sexual behavior
- Be wary of offenders who offer to take you under their wing, show you the ropes or provide gifts
- Report violations of professional boundaries immediately