

Red Flags

Addressing inmate sexual abuse is important both individually and within our agency. While you may not be in danger of committing such an offense, one of your co-workers may be. Therefore it is very important to pay close attention to your colleagues' behavior as well as your own.

If you answer yes to one or more of the "Daily Dozen" questions, you could be at risk for developing an inappropriate relationship with an inmate.

THE DAILY DOZEN

1. Do you look forward to seeing a particular offender when you come to work?
2. Have you done anything with an offender you would not want your family or supervisor to know about?
3. Would you be reluctant to have a co-worker observe your behavior for a whole day?
4. Do you talk about personal matters with offenders?
5. Do you believe you can ask an offender to do personal favors for you?
6. Have you ever received personal advice from an offender?
7. Have you ever said anything to an offender that you would not want tape recorded?
8. Do you have thoughts or fantasies about touching a particular offender? Does this extend to planning how you can be alone with the offender?
9. Do you think you have the right to touch an inmate wherever and whenever you want to?
10. Do you have a feeling of not being able to wait to share good/ bad news with a particular offender?
11. Do you think offenders are not allowed to say no to you, no matter what you ask?
12. Have you ever allowed offenders to talk about sexual experiences or sexual fantasies, or tell sexual jokes in your presence?

Remember, it's a problem for everyone when a staff member, volunteer, or contractor becomes involved in sexual misconduct and/or unduly familiar relationships with an inmate. 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 your co-workers, volunteers, and staff of the department.

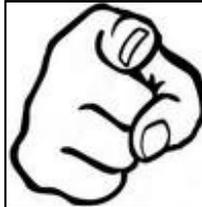
A Duty to Report

As a valued associate of the Pine County Jail, you have a duty to report incidences of sexual abuse and sexual harassment between inmates. You have a duty to report incidences of sexual abuse and sexual harassment where jail staff, volunteers or contractors are sexually involved with or sexually harassing an inmate.

Some forms of reporting include but are not limited to:

- Immediate Jail Staff
- Jail Program Staff (320) 591-1450
- Jail PREA Coordinator (320) 591-1405
- Jail Administration (320) 591-1452
- Pine County Sheriff's Office (320) 629-8438

Remember



You have a duty
To report
Sexual abuse and
Sexual Harassment!!!

RESOURCES

- Prison Rape Elimination Act of 2003
- United States Department of Justice
- National PREA Resource Center
- Pine County Jail Zero Tolerance Policy



PRISONS AND JAIL STANDARDS

United States Department of Justice Final Rule

National Standards to Prevent,
Detect, and Respond to Prison Rape
Under the Prison Rape Elimination Act (PREA)

Pine County Sheriff's Office Corrections



A guide on Sexual Abuse Prevention and Response



For Volunteers and Contractors of the Pine County Jail

Pine County Jail

The Pine County Jail is a Direct Supervision facility that houses sentenced and pre-trial adult inmates. The facility is licensed by the State of Minnesota to house up to 131 inmates in 3 housing units and up to 17 inmates in 5 separate locations of our Intake area.

Mission Statement

The Pine County Jail is a division of the Pine County Sheriff's Office under the responsibility and control of the Pine County Sheriff and Jail Administrator. It is the mission of the Pine County Jail to protect the public while providing a safe, clean and well-managed environment for employees, inmates and visitors. These goals shall be attained through effective management of policy and procedure, quality staff training, inmate accountability and a facility maintenance program, all performed in a cost effective and professional manner. It is also our mission to provide those incarcerated with education, behavior management and various program opportunities designed to improve their ability to return as productive members of society.

PREA and Pine County Jail

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, police lock-ups, private facilities, and community settings such as residential facilities.

In response to PREA, the Pine County Jail has committed to a standard of zero-tolerance of sexual abuse of inmates either by staff, other inmates, volunteers and contractors. Volunteers and staff must be aware that unprofessional relationships will not be tolerated and these relationships are criminal and may be prosecuted under state and federal statutes.

Objective

This pamphlet is written to train and educate you on the Prison Rape Elimination Act of 2003 (PREA), and the Pine County Jail's policy concerning inmate sexual abuse. It is also intended to provide information on maintaining professional boundaries with inmates and your duty to report incidents of staff/inmate sexual abuse.

THERE IS NO SUCH THING AS CONSENSUAL SEX BETWEEN STAFF AND INMATES



Sexual Abuse

Sexual Abuse includes the following, with or without the consent of the inmate:

- Contact between the penis and the vulva or the penis and the anus, including penetration, however slight.
- Contact with the mouth and the penis, vulva or anus.
- Contact between the mouth and any body part where the staff member, contractor or volunteer has the intent to abuse, arouse or gratify sexual desire.
- Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object or other instrument.
- Any other intentional touching, either directly or through the clothing, of the genitalia, anus, groin, breast, inner thigh or the buttocks of another person, excluding incidental to a physical altercation.
- Any attempt, threat or request by a staff member, contractor or volunteer to engage in the activities described above.
- Any display by a staff member, contractor or volunteer of his/her uncovered genitalia, buttocks or breast in the presence of an inmate.

Undue Familiarity

All employees, volunteers, and contractors of the Pine County Jail should treat inmates in a firm, fair and consistent manner, and refrain from inappropriate and improper contact with them. Whenever there is reason to discuss an inmate'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 inmate,
- Lend anything to an inmate,
- Accept any gift or personal service from an inmate, except as specified by law, regulation, or directive,
- Make gifts to or perform personal services for an inmate,
- Use abusive, indecent, or profane language in the presence of an inmate,
- Curse an inmate, or
- Knowingly enter into a business relationship with an inmate or their family member or close relative.

Additionally, it is a criminal offense for any person to sell or give any inmate any intoxicating drink, barbiturate or stimulant drug, or any narcotic, poison or poisonous substance, except upon the prescription of a physician, or to convey to or from an inmate any letters or oral messages or any instrument or weapon by which to effect an escape, or that will aid in an assault or insurrection, or to trade with an inmate for clothing or stolen goods or to sell an inmate any article forbidden by jail rules.

The information listed above is not all inclusive. When in doubt one should seek clear guidance from jail staff or administration 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.