

Red Flags:

The following are behaviors or 'red flags' that may signal you or someone you work with is in danger of engaging in sexual misconduct with an offender:

- Spending a lot of time with a particular offender
- Change in appearance of an offender or staff member
- Deviating from agency policy for the benefit of a particular offender
- Sharing personal information with an offender
- Horseplay
- Overlooking infractions of a particular offender
- Doing favors for an offender
- Consistently volunteering for a particular assignment or shift
- Coming to work early/staying at work late
- Flirting with an offender
- Standing too close to an offender
- Taking up an offender's cause or grievance
- Changing duty assignments of a particular offender
- Getting into conflicts with co-workers over an offender
- Brining things into the facility for the offender
- Doing favors for an offender's family
- Feeling the effects of major life changes (divorce, etc.)

How to Maintain Appropriate Boundaries:

Most staff/offender sexual misconduct occurs only after seemingly innocent professional boundaries have been crossed. The following behaviors will assist you in maintaining appropriate boundaries:

- Maintain professional distance
- Focus behavior on duties and assignments
- Do not become overly close with any particular offenders
- Do not share your own or other staff person's personal information with or around offenders
- When speaking to offenders about other staff refer to the staff by their title or as Ms. or Mr.
- When speaking to offenders refer to them as Ms. or Mr. and their last name
- Do not accept gifts or favors from offenders
- Be knowledgeable of Department policy and procedure, rules of conduct and laws regarding sexual misconduct and sexual harassment

A Guide to the Prevention and Reporting of Sexual Misconduct with Offenders



For Contractors and Volunteers of the Dawson County Jail

THE DAWSON COUNTY JAIL HAS
ZERO TOLERANCE FOR SEXUAL
ABUSE AND SEXUAL HARASSMENT

Prison Rape Elimination Act

All inmates who are in the custody of Dawson County Jail have the right to be free from sexual abuse and sexual harassment. Our volunteers and contractors are extremely important to our agency and have a role in preventing, detecting, and responding to sexual abuse in this jail.

The following information is about our agency's zero tolerance policy for sexual abuse and sexual harassment, how to report incidents or suspicions of sexual violence in a custodial setting, and additional information on this topic.

The Prison Rape Elimination Act (PREA) of 2003 is a federal law that was created to put an end to sexual abuse against inmates in federal and state prisons, jails, lockups, community corrections facilities, and juvenile detention centers.

Our jail is committed to complying with all of the requirements of PREA in order to protect inmates from sexual abuse and to ensure they get the help they need if they are victimized. PREA requires all volunteers and contractors to receive specialized training in their responsibilities to prevent, detect, and respond to sexual abuse in custody. Every person who works or volunteers in this jail will receive this information.

Zero Tolerance

Dawson County Jail has zero tolerance toward all forms of sexual abuse and sexual harassment. "Zero Tolerance" means that sexual abuse, sexual harassment, and sexual misconduct will not be tolerated in Dawson County Jail. Once incident is too many. Sexual abuse includes—

1. Sexual abuse of an inmate by another inmate; and
2. Sexual abuse of an inmate by a staff member, contractor, or volunteer.

Definitions

1. "Inmate" means any person incarcerated or detained in the jail.
2. "Staff" means an agency employee, including civilian staff.
3. "Contractor" means a person who provides services on a recurring basis through a contract with our agency.
4. "Volunteer" is a person who provides unpaid services to our agency.

By law, inmates cannot consent to sexual contact with staff members, volunteers or contractors. All sexual contact between inmates and staff or volunteers is considered sexual abuse. It is against the law for you to have sexual contact with inmates, even if the inmate agrees or seems willing. There is no such thing as consensual sexual activity between inmates and staff, volunteers or contractors.

Just like employees, potential consequences for volunteers or contractors who sexually abuse or sexually harass inmates include dismissal from the facility, termination of the contract/volunteer duties, reporting to relevant licensing bodies, criminal prosecution, and civil liability.

The Dawson County Jail does not tolerate sexual abuse or sexual harassment. All complaints of sexual abuse, sexual harassment or retaliation because of such a complaint will be investigated. Anyone who sexually abuses or harasses someone will be disciplined and prosecuted if the conduct is a crime.

A Duty to Report

Volunteers and contractors have a duty to report any knowledge, suspicion or information about sexual abuse or sexual harassment against inmates, retaliation by other inmates or staff, and any staff neglect that may have contributed to this abuse. Volunteers and contractors cannot—and should not—keep this information a secret. Failure to report any knowledge, suspicion or information about sexual abuse or sexual harassment in a custodial setting may be grounds for immediate dismissal from this facility.

Reports of sexual abuse or sexual harassment can be made to the Jail Administrator or PREA Coordinator if you see or know of any staff, contractor or volunteer sexually involved with or sexually harassing an offender.

If you have general questions, call (308) 324-2279 ext. 255.

This jail also accepts—and will immediately investigate—a report made on behalf of a third party, such as a family member, friend, or an attorney, as well as reports that are made anonymously. Dawson County Jail will investigate all allegations of sexual abuse and sexual harassment, even if the person making the report chooses to stay anonymous.