

NDOC
Pre-Service Training (PST)

Prison Rape Elimination Act
Sexual Assault / Misconduct

Instructor: Deborah Striplin, PO1
PREA Coordinator
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Prison Rape Elimination Act & Sexual Assault / Misconduct

Length of course: 1 hour

Target Group: Pre-Service Training (PST)

Instructor: Deborah Striplin

Method of Instruction: Lecture and Class Participation

Date of Instruction: Date assigned by Training

Purpose:

The purpose of this course is to inform students about the Prison Rape Elimination Act, Nevada Department of Corrections regulations and Nevada Revised Statutes which apply to sexual misconduct and sexual assault.

Learning Objectives:

By the end of the presentation, students will have knowledge on:

- ❖ Provide basic knowledge of PREA
- ❖ Knowledge of NDOC Zero Tolerance Policy
- ❖ Overview of Regulations & Nevada Revised Statutes
- ❖ Understanding of Inmate Culture
- ❖ Understanding of Staff Misconduct

Items & Materials

Items needed by the instructor are:

- USB drive
- Computer
- Projector
- Screen
- Power Point capability
- Sign in Sheet

Power Point Presentation

- PP1 - Title/Topic
- PP2 - Learning Objective
- PP3 - What is PREA
- PP4 - Who is affected by PREA
- PP5 - How we can prevent sexual assault
- PP6 - There is no consent in Prison
- PP7 - NDOC Regulations and Nevada Revised Statutes
- PP8 - Zero Tolerance Policy
- PP9 - AR421
- PP10 - AR707 – Inmate Discipline
- PP11 - Nevada Revised Statutes
- PP12 - Other AR's staff should know
- PP13 - Inmate on inmate sexual violence and harassment
- PP14 - Sexual Assault in prison is not about sex, it is about power
- PP15 - Some reasons male inmate do not report rape
- PP16 - Male vs. Female inmates
- PP17 - Three predominate dynamics among incarcerated females
- PP18 - Female inmate can and do sexually assault one another
- PP19 - Sex as a commodity
- PP20 - Offenders Especially vulnerable to rape
- PP21 - Characteristics of potential sexually aggressive inmates
- PP22 - Methods used to trap / set up vulnerable inmates
- PP23 - Common places for sexual violence
- PP24 - Staff sexual misconduct
- PP25 - Prison guard charged for sex act with inmate
- PP26 - If he/she is a convicted felon, they are not cute
- PP27 - Staff sexual misconduct with offenders does affect our agency
- PP28 - NDOC staff who have been compromised
- PP29 - What staff did by crossing the line
- PP30 - Why staff may engage in sexual misconduct
- PP31 - Inappropriate staff/inmate relationships can be avoided
- PP32 - Staff on inmate sexual misconduct
- PP33 - Staff on inmate sexual harassment
- PP34 - Signs of undue familiarity and/or sexual misconduct
- PP35 - Your responsibilities
- PP36 - Reporting
- PP37 - Inmate Reporting
- PP38 - Staff Reporting
- PP39 - Failure to Report
- PP40 - Communicate

PP41 - Staff Reports
PP42 - Confidentiality
PP43 - Summary
PP44 - Questions/end

Introduction:

PPI

Nevada Department of Corrections

PREA

(Prison Rape Elimination Act)

Sexual Assault, Sexual Misconduct & Sexual Activity

Good morning/afternoon my name is Deborah Striplin. I have been with NDOC for 13 years and began working with Traci Dory in Victim Services as the PREA coordinator in October 2007. I will be providing a disclaimer as some of the discussion may be uncomfortable for some of you, this is not a topic most of us want to talk about let alone hear about. I will use the proper medical terminology for genitalia however I will also use terminology that is used not only by inmates but people in general.

Learning Objective

- ❖ Provide basic knowledge of PREA
- ❖ Knowledge of NDOC Zero Tolerance Policy
- ❖ Overview of Regulations & Nevada Revised Statutes
- ❖ Understanding of Inmate Culture
- ❖ Understanding of Staff Misconduct

During this class I will be providing you with the knowledge of what PREA is, NDOC zero tolerance policy and overview NDOC regulations and Nevada Revised Statutes.

We will also go over inmate culture and staff misconduct.

What is PREA

- **The Prison Rape Elimination Act of 2003 (Public Law 108-79-Sept. 4, 2003) was enacted by Congress to address the problem of sexual assault of inmates in all US penal facilities.**
- Creates a zero tolerance for prison sexual violence
- Aims to prevent, reduce and punish sexual violence in custody
- Covers all custodial settings
 - Prisons, Jails, Community Corrections (Adult/ Juvenile), Immigration, and Military

PREA is the Prison Rape Elimination Act. It was signed into law by President Bush and was effective September 4, 2003.

The purpose of this law was to create a zero tolerance for prison sexual violence and aims to prevent, reduce and punish sexual violence in custody. This law also increases the accountability of prison officials who fail to detect, prevent, reduce, and punish prison rape.

This law applies to all adult and juvenile facilities, state and federal prisons to include Immigration and Military brigs, jails, police lock-ups, private facilities such as CCA (Corrections Corporation of America) and community correctional settings such as parole, any place that holds/detains people.

PP4



Who is affected by PREA

- ✧ Every Division, Institution, Camp, Restitution Center, and NDOC Transitional Housing.
- ✧ All staff members to include
 - ✧ Volunteers
 - ✧ Contractors

**Any Person Who Works With or Comes Into
Contact With Inmates**

Every division, institution, camp, restitution center and NDOC transitional housing is affected PREA, this also includes areas where inmates go out into the community to work. All NDOC staff members to include volunteers and contractors, this means any person who works with or comes into contact with inmates.

How Can We Prevent a Sexual Assault

- ☞ Know the inmate population
- ☞ Look for warning signs
- ☞ Report unusual and suspicious behavior
- ☞ More frequent and random unit/wing tours

While we may not be able to also stop a sexual assault, things we do in our normal course of business may prevent a sexual assault. Know the inmate population, as you work around the inmates you will become aware of different personalities, routines etc., look for warning signs, do you notice a change in an inmate or the unit itself. If you notice unusual and suspicious behavior report it, it might be something small but could in reality be much bigger. Conduct more frequent and random unit/wing tours, in doing this you may be preventing all kinds of illegal or disruptive activity.

There is NO Consent in prison

☞ **Staff-on-Inmate:**

- ☞ Consent is never a legal defense for corrections staff, volunteers or contractors who engage in sexual acts with inmates.
- ☞ Staff have the power, authority and control over the inmate.

☞ **Inmate-on-Inmate:**

- ☞ Perceived consent may **not** be 'consent'.
 - ☞ Other inmates may exercise an influencing degree of intimidation and control.
- ☞ Cooperation **DOES NOT** Mean Consent
- ☞ Sometimes cooperation is essential to survive the situation

There is NO consent in prison.

Staff on inmate sexual misconduct is not tolerated. Staff has the power, authority and control over the inmate. This also includes a staff member who develops a “relationship” with an inmate, consent is never a legal defense for corrections staff, volunteers or contractors who engage in sexual acts with an inmate.

Inmates may claim consent when found to be engaging in sexual activity, however perceived consent may not be in reality, other inmates may exercise an influencing degree of intimidation and control. Cooperation does not mean consent, sometimes cooperation is essential to survive a situation.

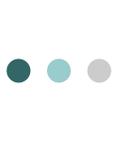
PP7



NDOC REGULATIONS
&
NEVADA REVISED STATUTES

“Intro to next discussion” – click to next slide

PP8



Nevada Department of Corrections Zero Tolerance Policy

No sexual activity of any type is permitted between inmates or inmates and staff, visitors, contractors, volunteers and vendors.

This includes, but is not limited to, the following actions:

- Sexual advances, sexually offensive language, comments, gestures or sexual harassment
- Sexually stimulating activities, except as authorized by NDOC visiting regulations
- Groping or touching another's genitalia, breasts, or buttocks clothed or unclothed
- Engaging in voluntary/willing sexual intercourse to include oral sex
- Sexual Assault (subjecting another person to any sexual act against their will or understanding)

This is part of our PREA zero tolerance policy for the department, this policy is included in our PREA 421 Manual which should be on all institutional shared drives for staff to view.

PP9



AR 421 SEXUAL ASSAULT, SEXUAL ACTIVITY AND SEXUAL MISCONDUCT

🔗 AR 421 PREA MANUAL

🔗 Manuals are located in the following areas

- 🔗 Institutional shared drive
- 🔗 Operations
- 🔗 Medical
- 🔗 Victim Services Unit
- 🔗 Inspector General Office
- 🔗 Associate Wardens Office

Administrative Regulation 421 covers sexual assaults, sexual activity and staff sexual

misconduct. There is a confidential manual for this AR which is for staff to review and have knowledge about.

PP10

● ● ● | AR 707 – Inmate Discipline

- ☞ MJ19 – Sexual Assault
- ☞ MJ30 – Sexually stimulating activities
- ☞ MJ50 – Sexual Harassment
- ☞ MJ51 – Compromising Staff

PP11

● ● ● | Nevada Revised Statutes



- ☞ Sexual assault: 200.366
 - ☞ 10 to Life
- ☞ Definition of sexual penetration: 200.364
- ☞ Voluntary sexual conduct: 212.187
 - ☞ 1 to 4 years
- ☞ Parties to a Crime: Chapter 195
 - ☞ 1 to 5 years

PP12

● ● ● | Other AR's You Should Know

- ↻ AR 121 - Incident Reporting and Notification
- ↻ AR 339 - Code of Ethics, Employee Conduct, Prohibitions and Penalties
- ↻ AR 340 - Employee Complaint Reporting and Investigation
- ↻ AR 345 – Unauthorized Relationships

PP13

- Inmate on Inmate Sexual Violence and Harassment

Intro to next section



**Sexual Assault in Prison is not about sex...
It is about power.**

- Sexual violence perpetrated in a prison setting is often committed by men who identify as heterosexual as a tool to establish and maintain power and control over other men
- 90 to 95% of males who are raped will never report their assault(s) to authorities
- Male youths in adult prisons are 5 x's more likely than adults to be sexually assaulted

Sexual assaults against men are highly under reported not only in the community but in prison as well. 90 to 95% of males who are raped will never report their assault(s) to authorities and male youths in adult prisons are 5 times more likely than adults to be sexually assaulted.

Male youths in adult prisons are 5x's more likely than adults to be sexually assaulted.

In 2008 NDOC admitted 51 male youths between the ages of 15 and 17. In 2009 NDOC admitted 31 male youths between the ages of 14 and 17. These young boys are coming thru our intake facilities with a minimum of 1,300 adult men who range in age from 18 to 85 and in 2011 NDOC had a 13 year old boy come into our institution where he will have to stay locked down until he is 16 before he will be reviewed for our youthful offender program.



Some Reasons Male Inmates Do Not Report Rape

- They fear for their lives, or fear the sexual assault will not only continue, but become more violent
- A heterosexual man may feel he will be perceived or identified as a homosexual
- Disclosure makes re-victimization more likely.

There are many reasons why sexual assaults are not reported, some of the reasons male inmate do not report are They fear for their lives, or fear the sexual assault will not only continue, but become more violent. Remember men are sexually assaulted in the community, however when they are in prison there is no where for them to go. We can move them, but other inmate move around who may have heard he was a snitch or had been “turned out” which makes re-victimization more likely. Some men who are sexually assaulted are heterosexual, and they may feel they will be perceived or identified as a homosexual.

MALE VS. FEMALE INMATES

- ✓ Higher rate of abuse and victimization than the average male offender.
- ✓ More than half of female offenders reported prior abuse by spouses or boyfriend.
- ✓ Abuse continues through the childhood years into adulthood.
- ✓ Women are more at risk for unhealthy relationships with authority figures, particularly men.

Female inmates have a higher rate of abuse and victimization in their history and more than half of female offenders reported prior abuse by spouses, boyfriends and nearly a third by parents or guardians. For some of these women the abuse continues through the childhood years into adulthood and women then are more at risk for unhealthy relationship with authority figures, particularly men.

Unfortunately we have had staff that crossed the line and use their authority to control the inmates for sexual pleasures and/or harassment.

Three Predominate Dynamics Among Incarcerated Females

- "Prison Family": can be sexual or non-sexual
 - Women take on a different role such as husband, wife, mother, father, and child
- One-on-One : Gay for the stay
 - More often than not they become problematic
 - There are situations where women feel pressured into sex and physically threatened
- Close friendships with deep attachments: Not involved sexually
 - Can be confusing because their physical actions may include holding hands and hugging

There are three predominant dynamics among incarcerated females are the creation of a “prison family”, women who want a one-on-one relationship and women who simply form close friendships with deep attachments.

1. A **“prison family”** is a situation where each woman takes on a different role such as husband, wife, mother, father, and child. These families can be sexual or non-sexual and may be long lasting or short lived.

In some cases, these families provide a network of close bonds that nurture the younger, less experienced females. The most common is a mother/father structure with a child—the child being a young, female inmate who needs protection and caring.

2. In a **one-on-one dynamic**, some women will say that they are only **“gay for the stay.”** Some of these relationships are long lasting but more often than not they become problematic and end quickly, and often chaotically. In the coupling dynamic, the relationship rarely includes violent sexual abuse, but there are situations where women feel pressured into sex and physically threatened.

3. Another dynamic among women are those that form **deep attachments** but are not involved sexually. This can be confusing for us because their physical actions may include holding hands and hugging. It’s important not to make the assumption that women who are close are sexually involved.

Female Inmates Can and Do Sexually Assault One Another!

- Female inmates have reported that physical force may be used, but more often the assaulter uses intimidation and emotional abuse to coerce another inmate into a sexual relationship

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Sex as a Commodity

- Sex as a commodity is a reality of prison life
 - In the absence of any other form of support, sex is used by indigent inmates to barter for goods, services or to pay debts.



Sex as a commodity is a reality of prison life. In the absence of any other form of support, sex is used by indigent inmates to barter for goods and services within the inmate world or to pay debts. When gifts, gambling debts, drugs, etc. are accepted, sexual favors may soon be required as payment.

Offenders Especially Vulnerable to Rape

- Non-Violent, first time offenders who are inexperienced or don't understand the ways of prison life.
- Youth held in adult facilities
- Those perceived to be gay or gender variant
- Mentally ill or developmental disability offenders
- Physically small or weak, not tough or street wise
- Those convicted of sex crimes
- Those previously sexually assaulted – History of sexual abuse

The PREA Commission has identified offenders especially vulnerable to rape, this does not mean all inmates who fit one or more of these types will be raped.

- Non-Violent, first time offenders who are inexperienced or don't understand the ways of prison life.
- Youth held in adult facilities
- Gay and transgender offenders
- Those perceived to be gay or gender variant
- Mentally ill or developmental disability offenders
- Offender not gang affiliated
- Physically small or weak, not tough or street wise
- Those convicted of sex crimes
- Those previously sexually assaulted – History of sexual abuse

Characteristics of Potential sexually aggressive inmates

- History of Aggressive Behavior
- Generally identify themselves as Heterosexual
- Compulsive sexually
- Convicted of violent crimes
- Repeat or long-term offenders who are familiar with prison culture
- Sexual predators on the outside
- Essentially anyone

These are a list of characteristics of potential sexually aggressive inmates, this list is not all inclusive however one or more of these characteristics have been identified in most cases of sexual assault in prison.

- Aggressive
- Generally identify themselves as Heterosexual
- Compulsive sexually
- Convicted of violent crimes
- Repeat or long-term offenders who are familiar with prison culture
- “Test the waters” – How far can they take it?
- Sexual predators on the outside
- Essentially anyone

Methods Used To Trap / set up vulnerable inmates

- Entrapment or Blackmail
 - + Includes loaning goods to be repaid with sex.
- + Pressure Tactics
 - + Persuasion, bribes, social pressure, or the use of alcohol and drugs.
- + Force Tactics
 - + Intimidation, threats of harm, physical assaults, or use of a weapon.

Some inmates fall prey to others who use some of these methods to trap them:

- + Blackmail
 - + Includes loaning goods to be repaid with sex.
- + Pressure Tactics
 - + Persuasion, bribes, social pressure, or the use of alcohol and drugs.
- + Force Tactics
 - + Intimidation, threats of harm, physical assaults, or use of a weapon.

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Common Places for Sexual Violence

- ❖ Isolated Areas
 - ❖ Showers, dark corners in dorms, kitchen and work areas
- ❖ Areas with less supervision
- ❖ Multi-person Housing
- ❖ Cells where offenders are double-bunked

Sexual assault or sexual activity can occur any where, however the most common places for sexual violence are. Isolated areas such as showers, dark corners in dorms, kitchen and work areas. Areas with less supervision, multi-person housing or cells where offenders are double-bunked. In tracking this type of activity within our department over the last few years, most of our inmate on inmate incidents have occurred in 2 man cells.

PP24

STAFF SEXUAL MISCONDUCT

Staff sexual misconduct (intro slide)

PP25

Wednesday, May 26, 2004
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INMATE SEX Former prison guard placed on probation

A judge has placed a former guard at the Northern Nevada Correctional Center on three years' probation for having sex with an inmate last fall.

Ann Marie Weaver, 36, was sentenced to 12 to 30 months in prison on a charge of voluntary sexual conduct between a prisoner and another person. But District Judge Michael Griffin suspended the sentence Monday, ordering probation plus 100 hours of community service.

Ann Weaver was a respected officer. She had over 10 years of service with our agency; her father was a very well respected officer at another institution when his daughter was arrested. Her actions did not just cost her a job, retirement, medical benefits and a felony record, it hurt her family. This is not our first officer or staff member to be charged for have a sexual relationship and sadly this kind of activity continues.

PP26

If He/She is a convicted Felon They are NOT cute



- ❖ It is against the law and/or Department regulations for Staff to have sex and/or a relationship with an inmate, whether they are incarcerated, on parole/residential confinement (house arrest) or an ex-felon.



If he or she is a convicted felon, they are not cute. It is against the law and/or department regulations for staff to have sex and/or a relationship with an inmate, whether they are incarcerated, on parole/residential confinement(house arrest) or an ex-

felon. What this means is, even if you don't have sex with inmate while they are in prison, you can still lose your job if you start a "friendship" and "hook" up when he/she paroled. If you do "hook" up when he/she is on parole you can be arrested for a felony and lose your job if you are still employed with NDOC.

PP27



Staff Sexual Misconduct With Offenders Does Affect Our Agency

- Jeopardizes staff safety
- Threatens the facility safety and security
- Creates a risk of legal action - criminally and civilly
- Creates health risks
- Harms family relationships
- Creates negative public views of corrections

Staff sexual misconduct with offenders does affect our agency. It jeopardizes staff safety, threatens the facility safety and security, creates a risk of legal action {criminally and civilly}, creates health risks, harms family relationships, creates negative public views corrections.

PP28



NDOC Staff who have been Compromised

- Contractors & Volunteers
- Admin Staff
- Medical Staff
- Custody and Non-Custody
- Warden

- **Anyone can be compromised!**

We lose staff every year because they were compromised. While not all were arrested for having sexual relationships, they have resigned during the investigation or been fired. You may hear we never prosecute staff, this is not true. We have referred staff for prosecution and they were prosecuted. Most staff only hear rumors or part of a story; they never hear the actual end result.

PP29



What staff did by crossing the line

- Abused their roles
- Betrayed the basic tenets of our profession
- Broke the law

As corrections professionals we're all responsible for the safety and security of the

institution, staff, inmates and the community. When staff cross the line and abuse their roles, they have betrayed the basic tenets of our profession, violated regulations and broke the law. You never know how deeply that staff member is involved in the “relationship”. The last thing we want to happen is to have a staff member help their “inmate lover” escape and hurt one of you in the process. Remember once you cross that line, you can’t take it back.

PP30

Why staff may engage in sexual misconduct

- **Feel they have fallen in love**
- **Want to protect or sympathize with inmates**
- **Feeling stress in their lives and end up finding someone that makes them feel special and needed.**

We may never know why some staff engage in sexual misconduct; however some reasons are they feel they have fallen in love and want to protect or sympathize with inmates. Some may be feeling stress in their lives and end up finding someone that makes them feel special and needed. Inmates do listen to conversations, and they will hear staff talking about problems in their personal lives and prey on those individuals. Some staff look at just the physical appearance, while this is human nature you need to remember they are inmates.

PP31

Inappropriate staff / inmate relationships can be avoided

- ☞ Maintain professional demeanor and distance
- ☞ Focus behavior on duties and assignments
- ☞ Do not become overly familiar with any particular inmate
- ☞ Do not share personal information
- ☞ Do not accept gifts or favors from inmates

Inappropriate staff/inmate relationships can be avoided by maintaining a professional demeanor, don't be target. Maintain a professional distance, focus you behavior on duties and assignments not socializing with the inmates. Do not become overly familiar with any particular inmate or share personal information. Do not accept gifts or favors; be knowledgeable of the department's policies and procedures, code of conduct and facility rules and regulations.

PP32

Staff on Inmate Sexual Misconduct

- Includes, but not limited to: Any behavior or act of a sexual nature directed toward and inmate by an employee, volunteer, contractor, official visitor, or other agency representative.
- Sexual relationships of a romantic nature between staff and inmates are included



You will not just loose your job if you are caught engaging in sexual activities with an

inmate, you will be referred for prosecution. You will be terminated even if you have not yet had sexual activity with the inmate, just by writing love letters, massaging the inmate, kissing or accepting phone calls etc from the inmate will cost you your job.

PP33



What is Staff on Inmate Sexual Harassment??

Repeated verbal statements or comments of a sexual nature to an inmate by an employee, volunteer, contractor, official visitor, or other agency representative. Demeaning references to gender or derogatory comments about body or clothing; or repeated profane or obscene language or gestures.

Be professional, if you make comments to and about inmates which are unprofessional such as “suck my dick”, “show me your tits”, “your just a fucking fag and you deserve to get fucked in the ass” you may be disciplined and if it continues you may loose your job.

PP34



Signs of Undue Familiarity and/or Sexual Misconduct



- ❖ Isolation from fellow staff, begin to identify more with inmates.
- ❖ Allowing offenders in an unauthorized area or repeatedly out of their assigned area.
- ❖ Spending an excessive amount of time with an offender.
- ❖ Drastic behavior changes on the part of an offender or staff (i.e., dress, makeup, and hair).
- ❖ Staff sharing food or snacks with offenders.
- ❖ Showing favoritism
- ❖ Relaxing rules for certain inmates
- ❖ Believing an offender is indispensable (he/she is the only one who can do this job).

Some signs a staff member may be involved in undue familiarity and / or sexual misconduct are: (read from slide)

PP35

Your responsibilities



- Recognize appropriate interactions between inmates
- Know where to draw the line with your interactions physically and emotionally
- Maintain your professional boundaries at all times
- You can treat offenders with respect and concern without becoming overly familiar

REPORTING

Intro slide

Inmate Reporting

- ✍ Inmates can report a sexual assault, sexual activity or any attempt thereof, sexual pressuring/coercion/solicitation or staff on inmate sexual misconduct to any staff member in any manner available to him/her, including but not limited to:
 - ✍ Verbally;
 - ✍ Written form to include the utilization of the Emergency Grievance Form, DOC-1564;
 - ✍ Inmate request form, DOC-3012; and
 - ✍ Informing family/friends
- ✍ NOTIS entries are required any time such allegations are received to include anonymous reports.

Inmates can report a sexual assault, sexual activity or any attempt thereof, sexual pressuring/coercion/solicitation or staff on inmate sexual misconduct to any staff member in any manner available to him or her, including but not limited to: Verbally, written form to include utilizing the emergency grievance form, DOC-1564; inmate

request from, DOC-3012 and informing family or friends who can report on behalf of the inmate. NOTIS entries are required any time such allegations are received to include anonymous reports.

PP38



Staff Reporting

- Any staff member who receives a report of a sexual assault, staff on inmate sexual misconduct, sexual activity, or any attempt thereof, or becomes aware of sexual pressuring/coercion/solicitation, whether verbally or in writing, will *immediately* report the information through their chain of command

Any staff member who receives a report of a sexual assault, staff on inmate sexual misconduct, sexual activity, or any attempt thereof, or becomes aware of sexual pressuring/coercion/solicitation, whether verbally or in writing, will immediately report the information through their chain of command.

PP39



Failure to Report

- Any staff member who fails to report knowledge of, or withholds information concerning an actual or potential unauthorized relationship may be subjected to disciplinary action up to and including dismissal.

Any staff member who fails to report knowledge of, or withholds information

concerning an actual or potential unauthorized relationship may be subjected to disciplinary action up to and including dismissal.

PP40



Communicate

- Communicate the incident to your supervisor
 - Followed by a written report
 - Your report should be kept safe and confidential
- Always maintain confidentiality

It is your responsibility to communicate the incident to your supervisor, followed by a written report. Your report should be kept safe and confidential. Always maintain confidentiality.

PP41



Staff Reports

- Fully document known details of the incident as soon as possible
- Information added later may not have the same level of credibility during legal proceedings
- Your opinions, assumptions, or guesses should *not* be included
- Document only what you see and what you are told

When you are writing a report fully document known details of the incident as soon as possible. Information you add later may not have the same level of credibility during

legal proceedings. Your opinions, assumptions or guesses should not be included in your report, document only what you see and what you are told.

PP42

Confidentiality

- Adhering to confidentiality is of the utmost importance
- Additional talk, gossip, joking, or inappropriate remarks could put you or others at risk during the investigation and/or trial

Adhering to confidentiality is of the utmost importance. Additional talk, gossip, joking or inappropriate remarks could put you or others at risk during the investigation and / or trial if it goes to court. It could also affect you should the inmate file a lawsuit against you and/or the department. Is your job or loss of rank worth a few inappropriate words?

PP43

Summary

- NDOC has a Zero tolerance for any sexual activity.
- There is no Consent in Prison.
- All allegations of inmate sexual assaults and staff sexual misconduct will be investigated.
- Voluntary sexual conduct is a FELONY.
- NDOC does not tolerate any form of Staff on Inmate Sexual Misconduct or Harassment.

To summarize some of the items we discussed, NDOC has a zero tolerance for any

sexual activity. There is no consent in prison and all allegations of inmate sexual assaults and staff sexual misconduct will be investigated. Remember, voluntary sexual conduct between inmates or staff and inmates is a Felony. NDOC does not tolerate any form of staff on inmate sexual misconduct or harassment.

PP44



Questions



If you have questions or concerns, please contact:

Deborah Striplin, PREA Coordinator

1-888-333-6076 [in-state toll free]

775-887-3142

775-887-3167 [fax]

dstriplin@doc.nv.gov

If you have any questions or concerns in the future, please do not hesitate to contact me

At: 775-887-3142, or email dstriplin@doc.nv.gov

Bibliography

- + AR: 421, 707
- + NRS: 212.187, 200.366, 200.364, 195, 193.130
- + PREA: PL 108-79