

What Kids Need to Know:  
PREA and Resident Education  
in Youth Facilities  
June 20, 2013

Introduction and Welcome



*A nonprofit health and human rights  
organization that seeks to end sexual  
violence in all forms of detention.*



PREA Resource Center

**National PREA Resource Center (PRC)**

PRC was established through a cooperative agreement between the Bureau of Justice Assistance and NCCD. The mission of the PRC is to assist adult prisons and jails, juvenile facilities, lockups, community corrections, and tribal facilities in their efforts to eliminate sexual abuse by increasing their capacity for prevention, detection, monitoring, responses to incidents, and services to victims and their families.

Notice of Federal Funding and Federal Disclaimer – This project was supported by Grant No. 2010-RP-BX-K001 awarded by the Bureau of Justice Assistance. Points of view or opinions in this document are those of the author and do not represent the official position or policies of the United States Department of Justice.



## Today's Moderator



**Carolina Aparicio**  
Communications Officer  
Just Detention International



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## Webinar Faculty

- **Cynthia Totten**, JDI, Senior Program Director
- **Nicole de La Torre**, JDI, Program Officer
- **Carolina Aparicio**, JDI, Communications Officer
- **Troy Isaac**, JDI Survivor Council member
- **Johnitha McNair**, Superintendent, Maryland Department of Juvenile Services
- **Jason Syanzi**, Staff Attorney, Center for Children's Law and Policy (CCLP)



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## Webinar Agenda

- I. A Call to Action
- II. Overview of PREA Resident Education Standards
- III. Survivor Perspective: Troy's Story
- IV. PREA Standards and Resident Education: Staff Training
- V. Resident Education Models
- VI. Developing Your Resident Education Program: A Partner Conversation
- VII. Question and Answer



*Photo: Maryland Department of Juvenile Services*



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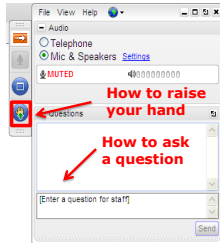
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# Logistics

## Webinar Information

- **Raise your hand** to ask for assistance
- Use the **question box** to ask a question
- An archive of this webinar will be posted on the PREA Resource Center website: [www.prearesourcecenter.org](http://www.prearesourcecenter.org)



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# Call to Action: Using Resident Education to Keep Kids Safe



**Johnitha McNair**  
**Superintendent**  
William Donald Schaefer House,  
Maryland Department of Juvenile  
Services



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# Call to Action: Using Resident Education to Keep Kids Safe



William Donald Schaefer House,  
Maryland Department of Juvenile Services



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## Key Resident Education Standards/ Jails



**Cynthia Totten, Esq.**  
Senior Program Director  
Just Detention International



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## PREA Resident Education Standards

### Resident Education (§115.333(a))

During intake, residents must receive **age-appropriate** information on:

- The agency's zero-tolerance policy regarding sexual abuse and sexual harassment
- How to report incidents or suspicions of sexual abuse or harassment



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## PREA Resident Education Standards

### Comprehensive resident education (§115.333(b)):

Within 10 days of intake, residents must receive **age-appropriate** education on:

- Their rights to be free from sexual abuse and sexual harassment,
- Their rights to be free from retaliation for making reports
- Agency policies and procedures for responding to sexual abuse and harassment



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## PREA Resident Education Standards

### Additionally (§115.333):

- Comprehensive information must be provided to residents **in person** or by **video**
- Information must be provided in formats accessible to all residents, inc. limited English proficient, deaf, or limited literacy



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## PREA Resident Education Standards

### Additionally (§115.333):

- All residents must receive this education within one year (8-20-13), and **upon transfer to another facility**
- The agency must document that residents participated in these education sessions
- Information must be continually visible to residents through posters, resident handbooks, etc.



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## PREA Resident Education: Preparing Staff for Disclosures of Sexual Abuse

### At intake or during resident education sessions, residents may disclose prior abuse.

Staff providing intake or comprehensive education should be trained on:

- Responding to such disclosures, including arranging services for the resident within the facility (§115.381):
  - offer a follow-up meeting with medical or MH practitioner within 14 days
- Who to notify if a report needs to be made to another facility (§115.363)



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## Resident Education Basics

### A strong resident education program:

- Sets the appropriate tone from the first contact the resident has with agency staff
- Sends the message that sexual abuse by staff or residents will not be tolerated



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## Resident Education Basics

### A strong resident education program also:

- Makes clear that holding perpetrators accountable and supporting those who are abused are top priorities for the institution
- Reinforces rehabilitative focus of juvenile justice and commitment to resident and staff safety



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## Prevention through Education

### Equipped with information about agency policies and practices, residents will:

- Be better able to protect themselves and others by seeking help when necessary
- Understand that you welcome reports and will take the issue seriously
- Have a better idea of what to expect if they do make a report



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## Building Buy-in Among Staff

Challenges	Solutions
PREA burnout	Leadership
Failure to take resident reports seriously	Intensive training
Resistance to change	Modeling
Institutional culture	



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## Audience Quiz

### What are some reasons why a resident would not report sexual abuse?

Please be as specific as possible and type your answer in the question box.



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## Survivor Perspective: Troy's Story



**Troy Isaac**  
Member, JDI Survivor Council  
Board Member, Los Angeles Police Department Community Advisory Board



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## Survivor Perspective: Troy's Story



Troy with Texas Youth Commission (TYC) staff



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## PREA Standards and Resident Education: Staff Training



**Nicole de la Torre**  
Program Officer  
Just Detention International



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## PREA Standards and Resident Education: Staff Training

### Train all staff who have contact with residents on (§115.331):

- Your agency's zero tolerance policy
  - Staff's role in prevention, detection, reporting and response
  - Residents' rights to be free from sexual abuse and sexual harassment
- Protection from retaliation for residents and staff who report
- Dynamics and reactions to sexual abuse and harassment
- Detecting and responding to sexual abuse



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## PREA Standards and Resident Education: Staff Training

### Additionally (§115.331):

- Avoiding inappropriate relationships with residents
- Relevant laws re: the applicable age of consent
- Compliance with mandatory reporting laws
- Training tailored to the gender of residents
- Respectful communication with LGBT residents



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## Bureau of Justice Statistics Research Highlights



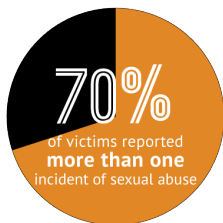
As reported within a one year time period.



Source: Bureau of Justice Statistics (BJS), *Sexual Victimization in Juvenile Facilities Reported by Youth, 2012* (June 2013).



## Bureau of Justice Statistics Research Highlights



Source: Bureau of Justice Statistics (BJS), *Sexual Victimization in Juvenile Facilities Reported by Youth, 2012* (June 2013).



## Bureau of Justice Statistics Research Highlights



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Source: Bureau of Justice Statistics (BJS), *Sexual Victimization in Juvenile Facilities Reported by Youth, 2012* (June 2013).

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## Research Highlights



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Source: Bureau of Justice Statistics (BJS), *Sexual Victimization in Juvenile Facilities Reported by Youth, 2012* (June 2013).

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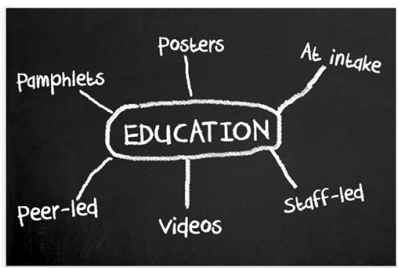
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## Resident Education Models



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## First Steps: Conducting A Needs Assessment

### Resident Education at Intake:

- Assess the physical layout of your intake area
- Is this environment conducive to discussing safety concerns?

### Comprehensive Inmate Education:

- Assess the logistical concerns regarding classroom space, tracking resident participation
- Review practices from existing educational programs



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## Best Methods of Delivery for Intake

### Get the message across

#### Intake information should be:

- Simple, plain language
- Clear, strong messages
- Easy to find again

#### Staff educators should use:

- Individual instruction
- Video
- Written pamphlets or handouts
- Accessible formats and interpreters when needed



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## Best Methods for Comprehensive Resident Education

### Create safety, transform culture

#### Comprehensive Inmate Education:

- Reinforce zero-tolerance for abuse
- Red flags
- Create an environment where it is safe to report

#### Staff educators use:

- In-person instruction
- Discussion groups
- Existing cohort groups
- Video
- Ongoing access to information



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## Staff-Led, In-Person Education

### Staff Educator Criteria

- Well-versed in the policies and practices
- Available and accessible to residents
- Able to handle disclosures of sexual abuse
- Committed to PREA implementation
- Willing to take on the role
- Suggested facility staff include case managers, child advocates, mental health, or volunteers



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## Staff-Led, In-Person Education

### Staff Educator Role

- Participate in resident orientation
- Facilitate comprehensive education
- Follow up with concerns as needed
- Ensure curriculum reflects policies, practices, and needs of the facility
- Assess residents' understanding of materials
- Ensure accessibility



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## Resident Education Models

### Video

- Consistent message
- Can be used for all security levels
- Easy to schedule
- Less impact on staff time
- Can be less intimidating



Adapted from a Richard Ross photo



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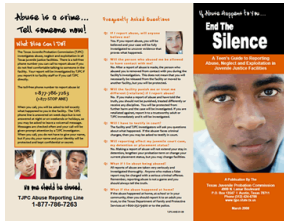
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## Resident Education Models

### Supplemental Materials

- Posters and signs
- Pamphlets and handouts
- Using other technology: kiosks, telephone systems, loop messages in waiting areas



*If Abuse Happens to You...End the Silence: A Teen's Guide to Reporting Abuse, Neglect, and Exploitation in Juvenile Justice Facilities; Texas Juvenile Probation Commission*




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## Resident Education Materials



*Billy Speaks Out, The Project on Addressing Prison Rape*




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## Resident Peer Educator Programs

- Information may be more accessible to residents
- Creates leadership opportunity for residents
- Positive impact on institutional culture



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## Inmate Education Models

### Best Practice: A Combination of Approaches

- Caters to a variety of youth learning styles
- Ensures understanding of the message



*Dish used for counseling kids who have been sexually assaulted. Photo: Richard Ross*



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## Partner Conversation: Developing Your Resident Education Program



**Jason Szanyi**  
Staff Attorney  
Center for Children's Law and Policy



**Cynthia Totten**  
Senior Program Director  
Just Detention International



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## Partner Conversation: Developing Your Resident Education Program

### DYRS Youth Sexual Misconduct Education Program Curriculum

Note: Document each youth's participation in his or her YES! file after the conclusion of the program.

Goal	Discussion Questions	Material to Cover
Overview	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• Inform youth of the purpose of the session (understand what sexual misconduct is and why it is a problem, know their rights and the steps the facility is taking to keep them safe and healthy, for housing, recreational care, support services, etc. If they have a problem or see someone else having a problem, and answer any questions they may have)</li> <li>• Tell youth that if they feel uncomfortable or want to leave during the session, they should see a staff member first</li> <li>• Let youth know that mental health staff are available to help them talk about any issues related to the session</li> </ul>
Define sexual misconduct	<ul style="list-style-type: none"> <li>• When you hear the term "sexual misconduct," what kinds of things do you think of?</li> <li>• What are some of the things you've thought that would be sexual misconduct?</li> </ul>	<ul style="list-style-type: none"> <li>• Inappropriate comments, such as comments related to sex, past sexual experiences, or your body</li> <li>• Making fun of someone for being gay or transgender or giving them a hard time because of it, or setting other youth up when they're hard time</li> <li>• Ignoring someone who is being sexually abused or harassed</li> <li>• Requests for sex or sexual activity such as touching or kissing someone or performing oral sex</li> <li>• Pressures someone who is not ready to be involved in sexual activity</li> <li>• Exposing his or her body</li> <li>• Involving someone when you are undressed or using the restroom, except when required by the facility's rules for safety and security, using pictures of youth when not related to their jobs</li> <li>• Abuse of power: When you are being unfairly treated or mistreated through someone's power to keep everyone safe, but don't have the resources to do anything for them, are threatened (trainers may want to keep staff alert about the use of power by staff)</li> <li>• Harassing someone based on their race, ethnicity, or gender</li> <li>• Use of force and sexual assault. This could range from touching to rape.</li> </ul>
What are some of the things other youth could do that would be sexual misconduct?	<ul style="list-style-type: none"> <li>• What are some of the things other youth could do that would be sexual misconduct?</li> </ul>	<ul style="list-style-type: none"> <li>• This could include the things mentioned above, but it could also include some other acts</li> <li>• Offers to protect you at the facility in exchange for sex or sexual favors</li> <li>• Threats to harm you or take things from you or tell someone else from you or take things from you unless you provide sexual favors</li> </ul>

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## Partner Conversation: Developing Your Resident Education Program

**What to Know about Sexual Misconduct**

**What is Sexual Misconduct?**

Sexual misconduct can happen to anyone. It can include many different things:

- Sexual harassment
- Rape or sexual assault
- Stalking
- Sexual violence
- Sexual abuse
- Sexual exploitation
- Sexual coercion
- Sexual harassment
- Sexual assault
- Rape and sexual assault

**What are my rights?**

- You have the right to be safe while you are here. DYS has a zero tolerance policy for sexual misconduct. That means that nobody is ever allowed to engage in sexual misconduct. This includes staff, contractors, and other youth.
- You have the right to make a complaint and have DYS investigate and respond to it.
- You have the right to make a complaint without worrying that someone will punish you for reporting it or call you a "snitch."
- You have a right to free medical and mental health care whether you report an incident or not.

**What if I don't report?**

Sexual misconduct can happen to anyone. If you don't report it, you may not know how to get help. If you experience any kind of sexual misconduct or see it happen to someone else, consider reporting it to the proper authorities.

**What assistance can I get?**

- If you are a survivor, you can get help from the District Attorney's Office. They can help you understand your rights and what to do next. They can also help you get medical and mental health care.
- If you are a witness, you can get help from the District Attorney's Office. They can help you understand your rights and what to do next. They can also help you get medical and mental health care.




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## Available Resources

### Where can I get help?

- Center for Children's Law and Policy ([cclp.org](http://cclp.org))
- The Project on Addressing Prison Rape/ The Washington College of Law (<http://www.wcl.american.edu/endsilence/>)
- Office of Juvenile Justice and Delinquency Prevention (<http://www.ojjdp.gov/>)
- Council of Juvenile Correctional Administrators (<http://cja.net/>)
- National Partnership for Juvenile Service (<http://npjs.org/>)




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## Upcoming Regional Training in Albany

### July 11, 2013: Developing Inmate Education Programs in Detention Facilities

**Registration Deadline: Friday, June 21, 2013**

**Event Location:** New York Department of Corrections and Community Supervision Training Academy

**Host:** Just Detention International

**Register now at:** <http://www.justdetention.org/en/new-york-regional-training-application.aspx>

**For More information:** <http://www.prearesourcecenter.org/training-technical-assistance/regional-trainings>




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## Questions and Answers



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## For More Information

For more information about the **National PREA Resource Center**, visit [www.prearesourcecenter.org](http://www.prearesourcecenter.org). Direct questions to [info@prearesourcecenter.org](mailto:info@prearesourcecenter.org)

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For more information about **Just Detention International**, visit [www.justdetention.org](http://www.justdetention.org). Direct questions to [info@justdetention.org](mailto:info@justdetention.org).

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 [www.twitter.com/justdetention](http://www.twitter.com/justdetention)



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## Thank you for joining us today!

### Evaluation

We would like to ask you to please complete a brief evaluation. Your feedback is greatly appreciated!

Here is a link to the evaluation; it will also be emailed to you shortly.

<http://www.justdetention.org/en/what-kids-need-to-know-evaluation.aspx>

Please forward the evaluation link to anyone who may have joined you.

**THANK YOU!**



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