

NATIONAL
PREA
RESOURCE
CENTER



PREA in Action Webinar Series Embracing the Standards: Youth Corrections

September 13, 2012

The National PREA Resource Center and the Vera Institute of Justice

National PREA Resource Center (PRC)

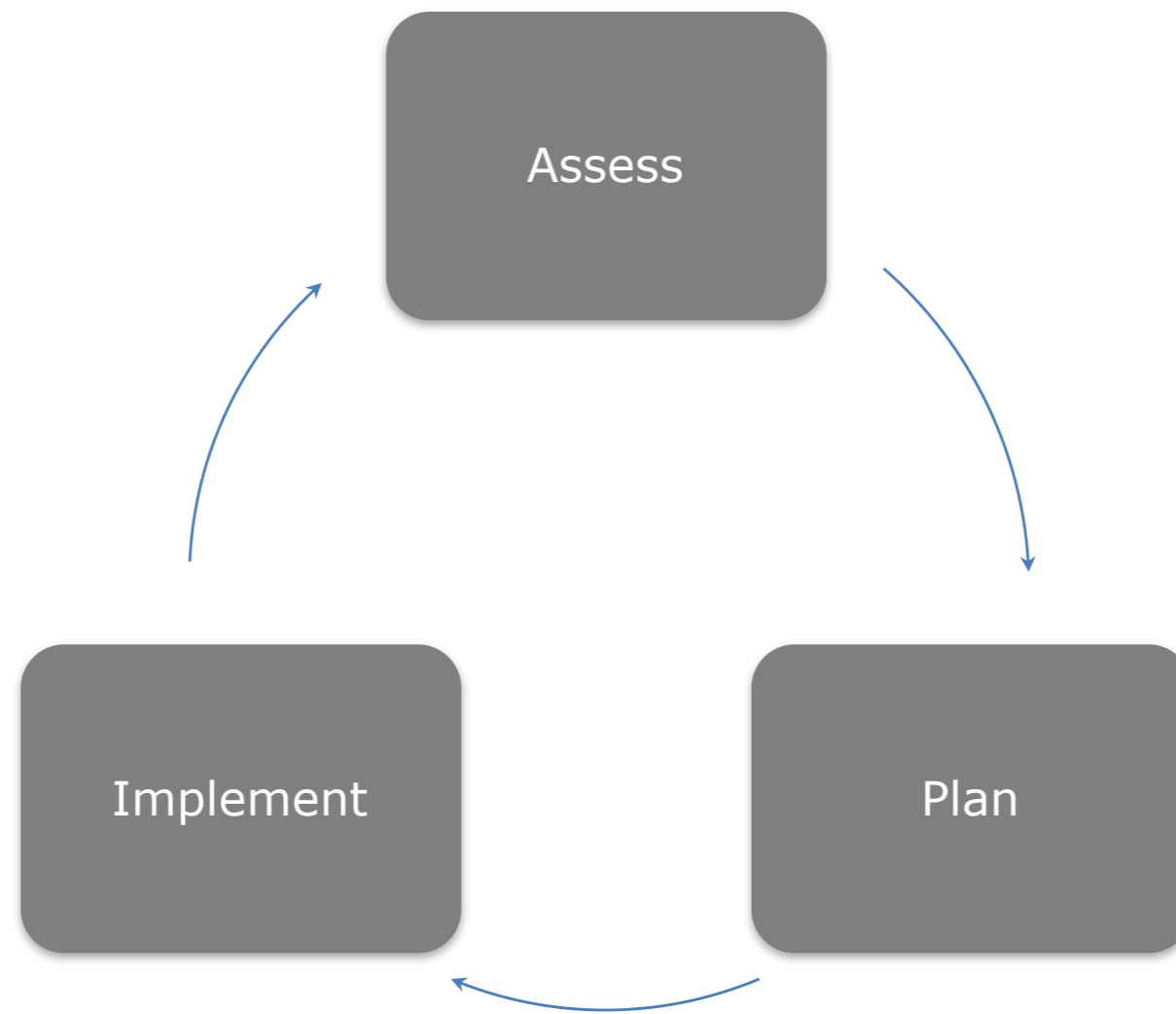
PRC was established through a cooperative agreement between the Bureau of Justice Assistance and NCCD. The mission of the PRC is to assist adult prisons and jails, juvenile facilities, lockups, community corrections, and tribal facilities in their efforts to eliminate sexual abuse by increasing their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

Vera Institute of Justice

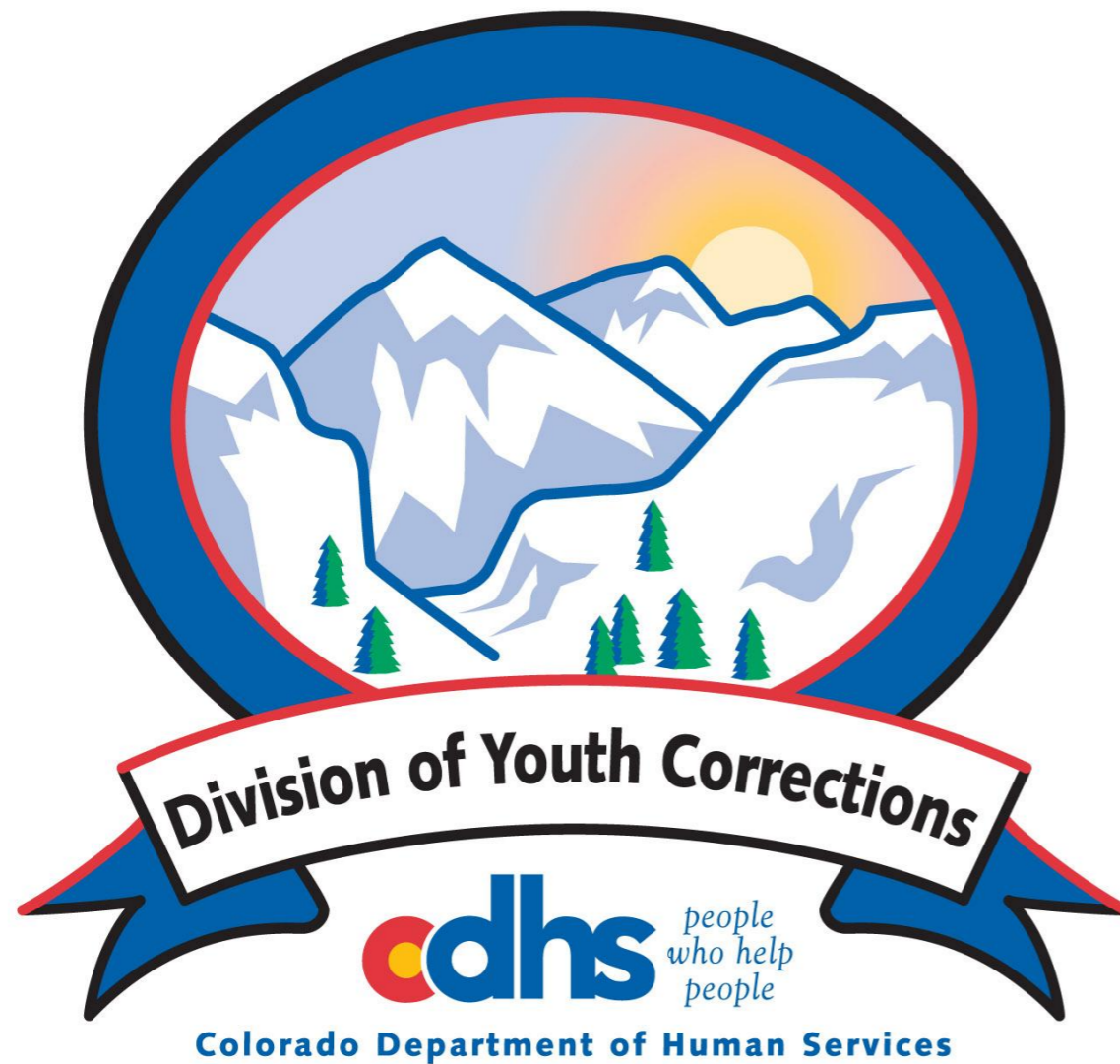
Vera was founded in 1961 and combines expertise in research, demonstration projects, and technical assistance to help leaders in government and civil society improve the systems people rely on for justice and safety.

Embracing the Standards

Key Steps



Embracing the Standards: Colorado Department of Human Services, Division of Youth Corrections



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“Working with Colorado Communities to Achieve Justice”

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Services

Commitment Services

The Division of Youth Corrections provides long-term commitment services for youth who are adjudicated juvenile delinquents, and whose legal custody is transferred by the courts to the division via a commitment order.

Detention Services

The Division of Youth Corrections provides short-term, secure, and community-based detention services for pre-adjudicated and sentenced youth.

Facilities

- Ten state-owned, state-operated secure facilities.
- Three state-owned, privately operated facilities.
- DYC operates eight facilities that hold the detained population and contracts with three organizations to provide staff-secure detention services.
- DYC contracts with multiple privately owned and operated agencies.

Population

Age

- Ages 10–20 for acts committed prior to a youth's 18th birthday
- All commitments discharged at maximum age of 21

Committed

- Average daily population = 983.1
- Average LOS = 18.3 months

Detained

- Average daily population = 316.4
- Average LOS = 14.7 days

DYC Key Strategies and Core Values

Colorado Department of Human Services Division of Youth Corrections

5 Core Values

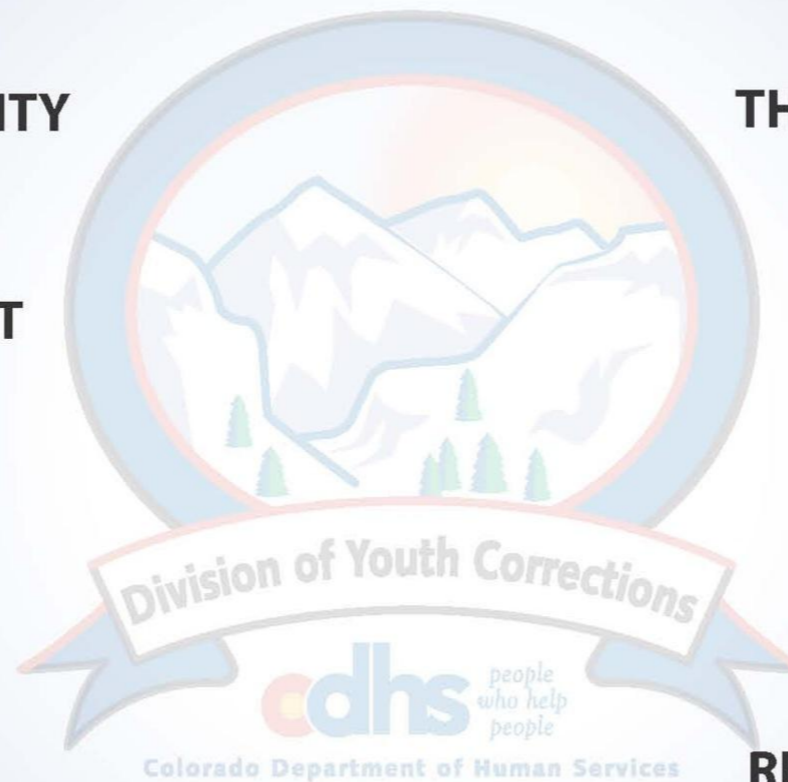
Division Employees will
Speak and Act with **INTEGRITY**

*Treat Youth, Families and
Each Other with* **RESPECT**

Demonstrate **TRUST**

Reflect Personal
ACCOUNTABILITY

Pursue **EXCELLENCE**



5 Key Strategies

The Division will Provide
**THE RIGHT SERVICES AT THE
RIGHT TIME**

delivered by
QUALITY STAFF

using
PROVEN PRACTICES

in
SAFE ENVIRONMENTS

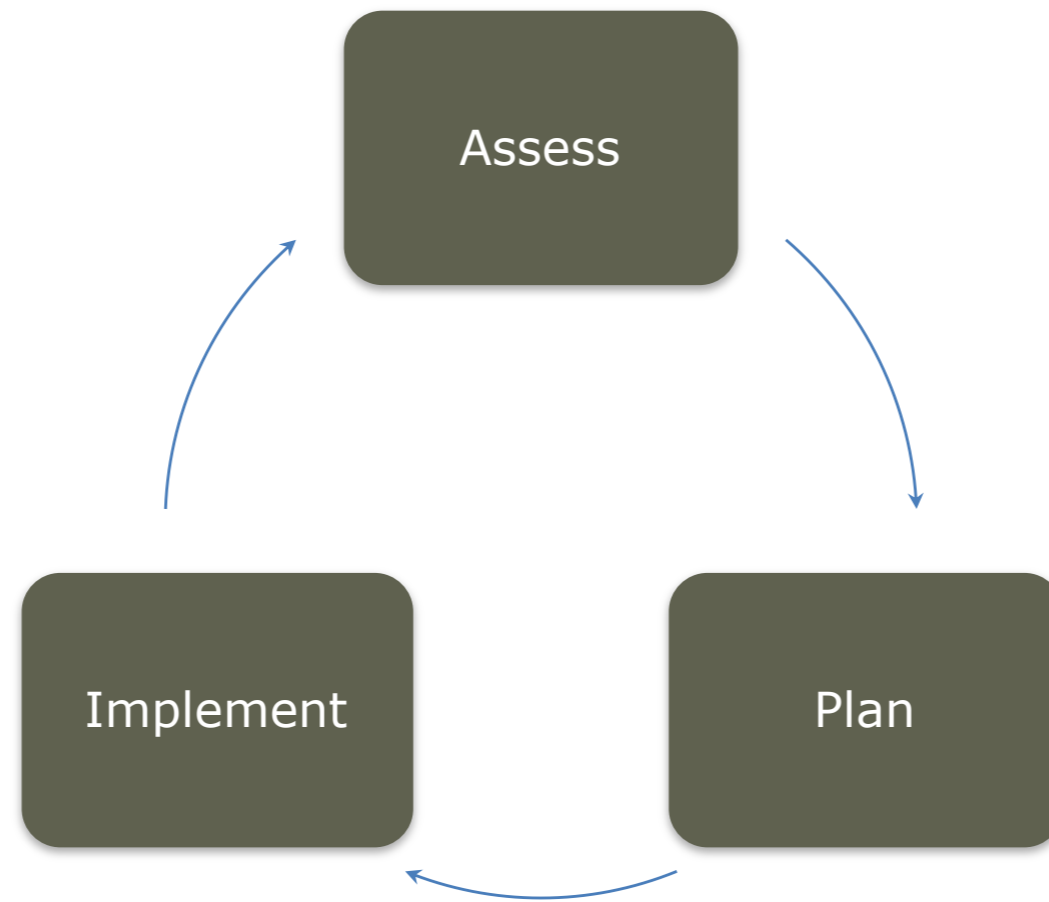
embracing
**RESTORATIVE COMMUNITY
JUSTICE PRINCIPLES**

Working with Colorado Communities to Achieve Justice

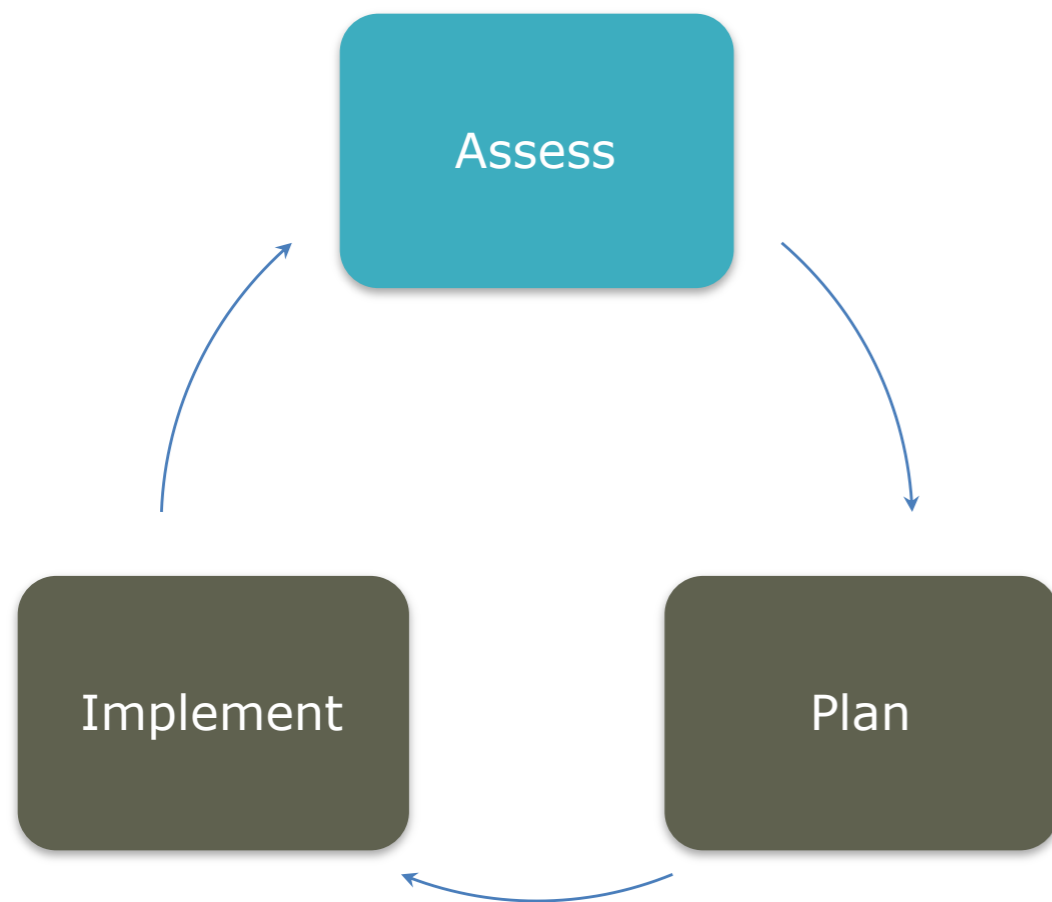
The mission of the Division of Youth Corrections is to protect, restore and improve public safety through a continuum of services and programs that: effectively supervise juvenile offenders; promote offender accountability to victims and communities; and build skills and competencies of youth to become responsible citizens.

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PREA Implementation



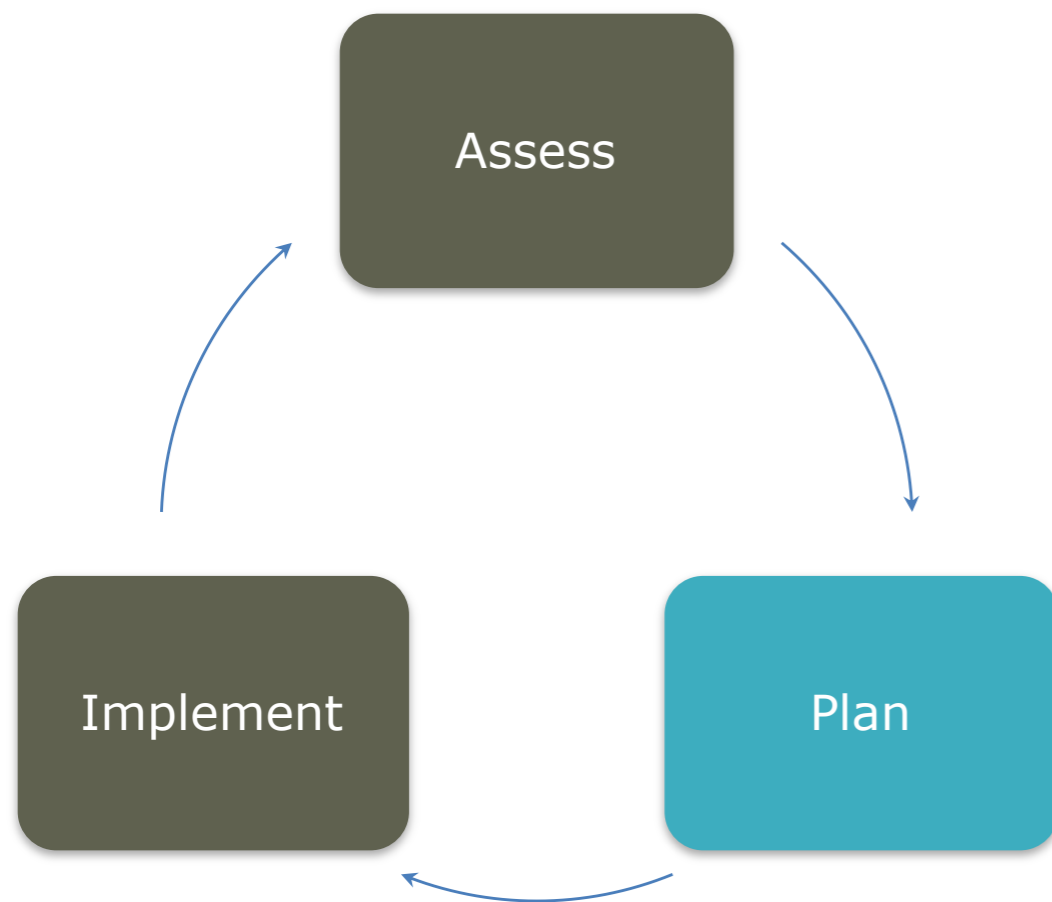
PREA Implementation



DYC's Assessment Activities

- Assembled teams in 2007, 2010, and 2012
- Assessed policy, procedure, and practice to determine compliance and needs
- Each assessment cycle was triggered by specific events—the initial federal passage of PREA, Colorado passage of the proposed PREA standards, and passage of DOJ's final standards

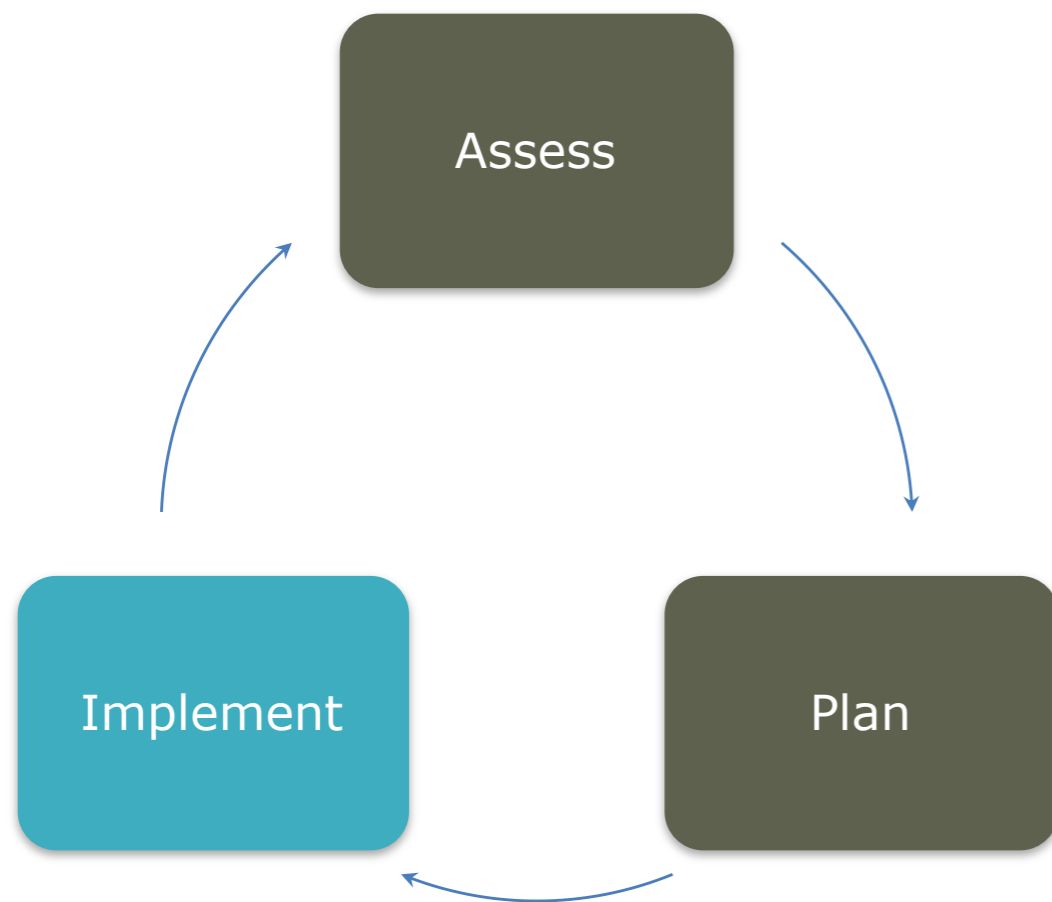
PREA Implementation



DYC's Planning Activities

- Developed goals/objectives and timelines for workgroup in August 2007
- Contacted external agencies to develop trainings and educational materials— NIC, TMG, CODOC, Ohio, AU
- Conducted outreach and research to develop screening tool and youth survey

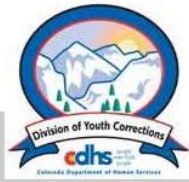
PREA Implementation



DYC's Implementation Activities

- Sexual Contact Prevention Policy
- Physical Plant Vulnerability Assessments
- SAB/VV Assessment Instrument
- Victims' Rights Brochure
- Victim Safety/Trauma Plan
- Youth Posters
- Youth Survey
- Sexual Contact Prevention Brochures for the Youth

DYC Vulnerability Assessment Instrument



DIVISION OF YOUTH CORRECTIONS
Colorado Department of Human Services
Vulnerability Assessment Instrument: Risk of Victimization
and/or Sexually Aggressive Behavior/Violent Behavior

Youth's Name: _____
 Trails ID#: _____ Sex: ___ Race: ___ DOB: _____
 Facility/Program: _____
 Date of Assessment: _____

Results:		
Yes	No	
<input type="checkbox"/>	<input type="checkbox"/>	Vulnerability Victimization
<input type="checkbox"/>	<input type="checkbox"/>	Sexually Aggressive
<input type="checkbox"/>	<input type="checkbox"/>	Violent Aggressive

Developed assessment tool to identify risk for sexually aggressive behavior and/or vulnerability to victimization in 2007, revised in April 2012; in English and Spanish.

Youth Interview:

1. **Age of Youth**

16 TO 20 YEARS	SCORE 0	
13 TO 15 YEARS	SCORE 1	
11 TO 12 YEARS	SCORE 2	
10 YEARS	SCORE 3	

2. **Experience in Institution**
 Ask: Have you been in a locked juvenile facility? Score

NO	SCORE 2	
YES	SCORE 0	

Does the juveniles' response match collateral information? YES (move to question 3) NO (Move to Question 2a.)
 2a. Provide relevant information below. Indicate score changed

3. **Social Skills**
 Lead in with: How do you feel being in a facility with so many other juvenile justice youths?
 Then ask:

- Do you feel you get along well with other people? Yes/No (Yes score 0, No score 1)
- Do you find it easy to make friends? Yes/No (Yes score 0, No score 1)
- Do you feel OK about being in groups of people you don't know well? Yes/No (Yes score 0, No score 1)

Award a score of 1 for each No answer.

SCORE (0-3)		
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Does the juveniles' response match collateral information? YES (move to question 4) NO (Move to Question 3a.)
 3a. Provide relevant information below. Indicate score changed

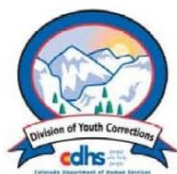
4. **Perception of Risk**
 Ask: Do you feel at risk from attack or abuse from other youths?
 For example, have you received threats, insults, and harassment from other youths?
 Prompt with options if necessary

NOT AT ALL	SCORE 0	
SOMETIMES	SCORE 1	
OFTEN	SCORE 2	

If sometimes or often, ask for more details and note youth's statements below:

Does the juveniles' response match collateral information? YES (move to question 5) NO (Move to Question 4a.)
 4a. Provide relevant information below. Indicate score changed

DYC Physical Plant Vulnerability Assessment



Colorado Department of Human Services – Division of Youth Corrections Vulnerability Assessment Team – Site Visit Reporting Form

Created Physical Plant Vulnerability Assessment in November 2007 to assess for physical plant deficiencies and need for remediation.

Institution: _____ Date: _____
Person Completing this Report: _____
Building/Area: _____

Be particularly aware of the following during the review: Furniture Placement, Security Equipment, Doors, Locks, Lighting, Obstruction of View, Shower Curtains, Secluded Areas, Youth Working Hours and Keys.

Room #/ Identifier/Activity Time	Potential Vulnerability	Recommendation

DYC Youth Brochure

Youth brochure . . .

- Educates youth on sexual abuse
- Is integrated into admit process for all youth
- Is available in English and Spanish

Did You Know?...

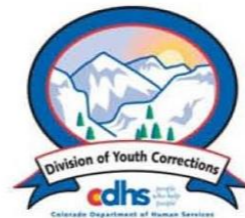
- Sexual abuse happens to people of all ages
- Sexual abuse can happen to males and females.
- Sexual abuse may be motivated by factors such as power, social and interpersonal deficits, and low self esteem.
- Sexual abuse has nothing to do with sexual orientation.
- Victims and offenders may be either heterosexual or homosexual.
- The fact that a victim of sexual abuse became sexually aroused does not mean they were not raped or that they gave consent. These are normal, involuntary reactions.
- Any sexual contact between staff and youth is against the law.
- It is common for survivors of sexual assault to have feelings of embarrassment, anger, guilt, panic, depression and fear even several months or years after an attack.

If you sexually abuse a youth you should know...

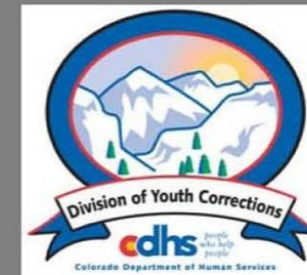
The Division of Youth Corrections has a ZERO tolerance for sexual abuse/misconduct.

If you are hurt by another resident or staff, please let a trusted adult know. We will support and ensure your safety.

You will be held responsible if you choose to hurt another resident. If you are charged and adjudicated your sentence could be increased. Also, if you make false allegations you will be held accountable.



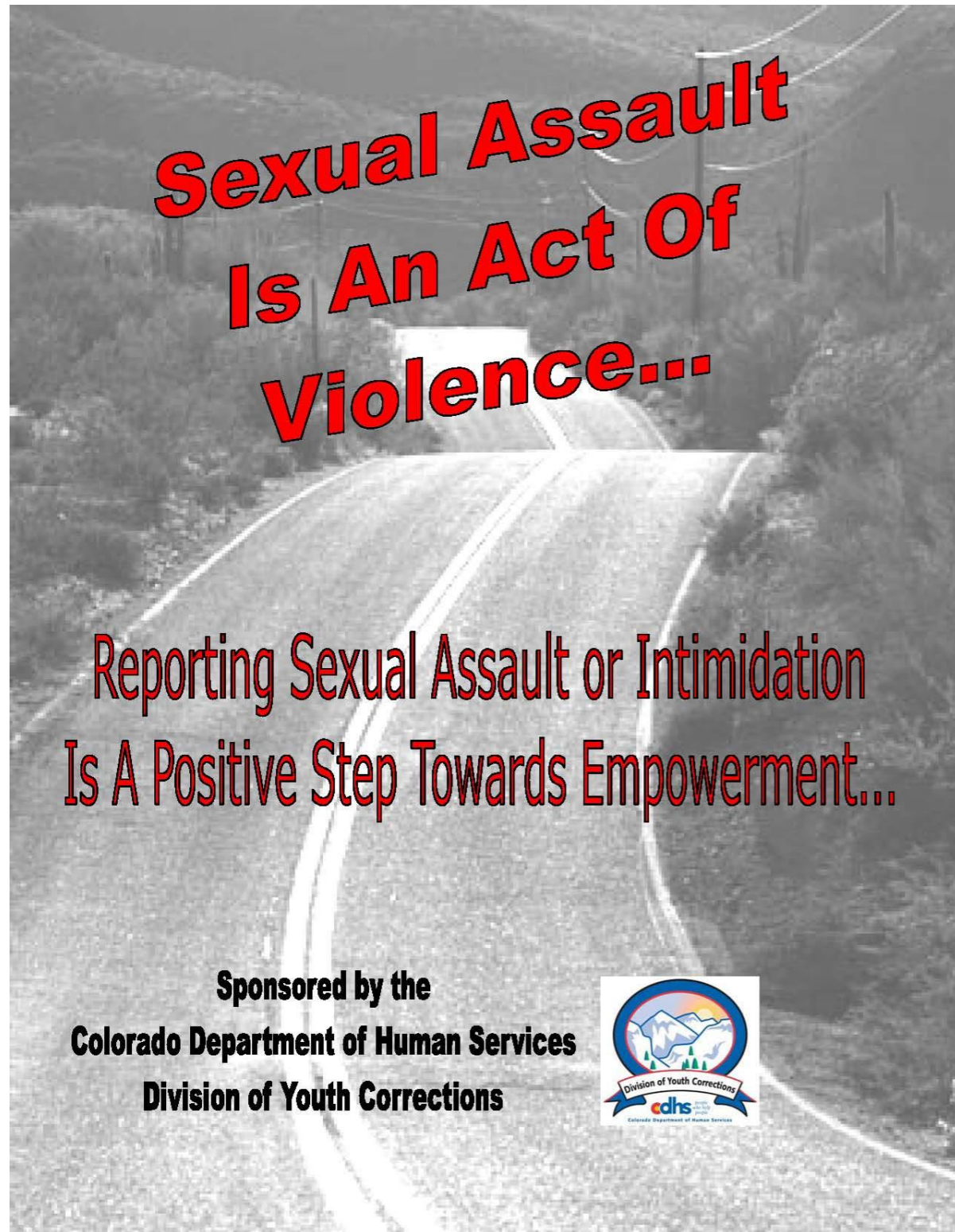
Materials adopted from National Institute of Corrections and State of Ohio.



What you should know about sexual abuse.



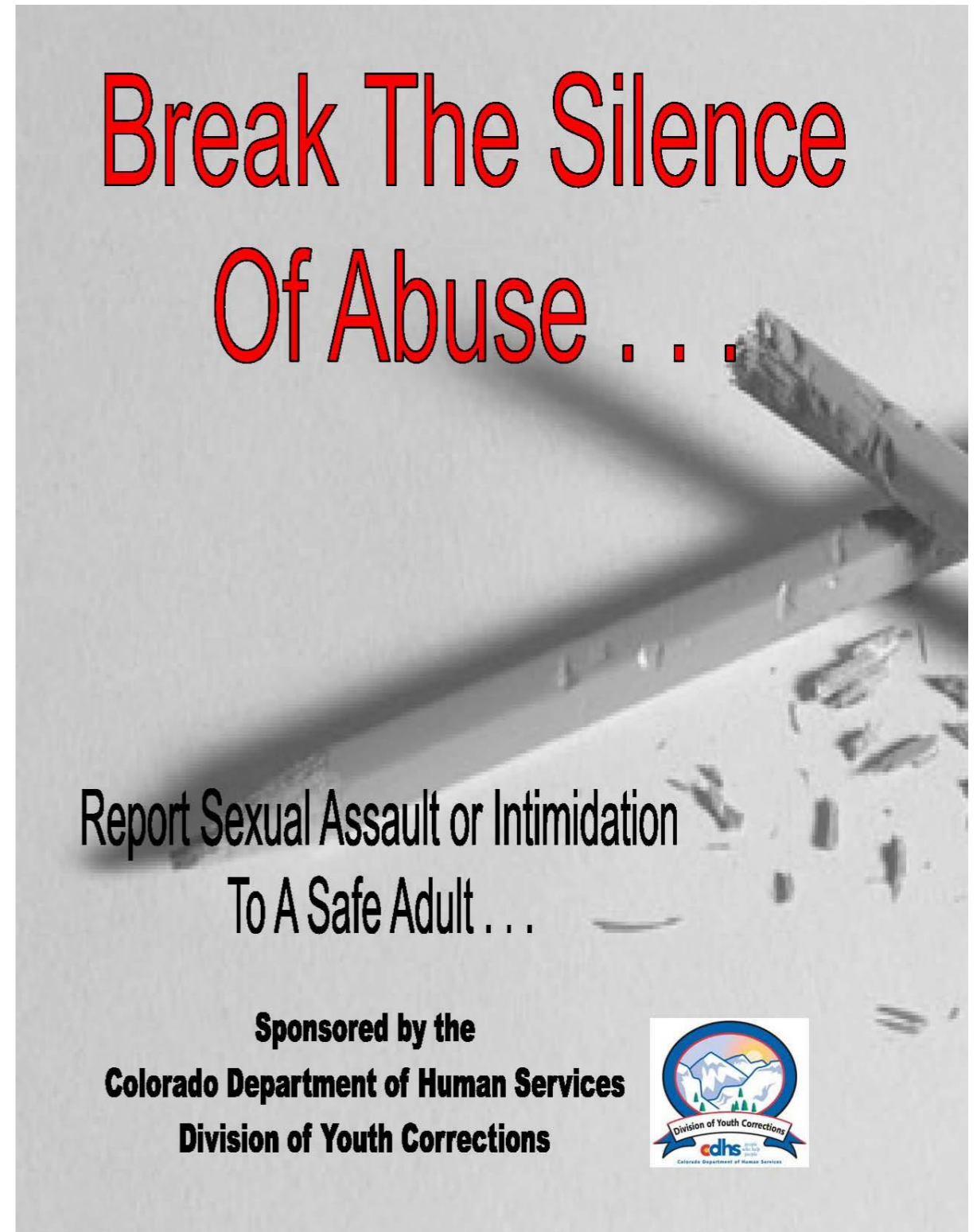
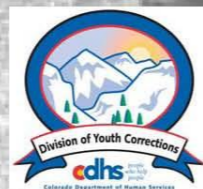
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**Sexual Assault
Is An Act Of
Violence...**

**Reporting Sexual Assault or Intimidation
Is A Positive Step Towards Empowerment...**

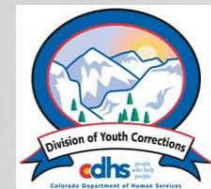
**Sponsored by the
Colorado Department of Human Services
Division of Youth Corrections**



**Break The Silence
Of Abuse . . .**

**Report Sexual Assault or Intimidation
To A Safe Adult . . .**

**Sponsored by the
Colorado Department of Human Services
Division of Youth Corrections**



DYC Victim Safety/Trauma Plan



Victim Safety/Trauma Plan

Instructions:

1. If there is reason to believe that sexual abuse/sexual assault has occurred, a victim safety/trauma plan is to be completed in order to assure the physical and psychological safety of the victim.
2. If the allegation is made after hours, the milieu supervisor will contact the Clinical Director, Clinical Service Provider/Mental Health Professional on-call and/or Facility Administrator in order to complete an initial plan that addresses the steps below.
3. Within 24 hours of the alleged assault, the victim safety/trauma plan should be reviewed and updated by a multidisciplinary team comprised of clinical staff and staff from all program areas that will have supervisory responsibility for the alleged victim.
4. Please refer to Policy 9.19; Sexual Contact Prevention Policy to ensure compliance with all areas after an alleged assault has occurred.

Step 1:

Based on the initial interview with youth, identify the components of the victim safety/short-term trauma plan. Please ensure that all these areas are addressed in plan.

- | | |
|--|---|
| <input type="checkbox"/> Mental health counseling | <input type="checkbox"/> Monitoring for post-traumatic stress symptoms (Not sleeping, Bad dreams, etc.) |
| <input type="checkbox"/> Staff/peer support, Who _____ | <input type="checkbox"/> Monitoring for suicidal impulses |
| <input type="checkbox"/> Psychiatric assessment | <input type="checkbox"/> Relaxation Skills |
| <input type="checkbox"/> Family contact/other support: _____ | <input type="checkbox"/> Possibility of Retaliation |
| <input type="checkbox"/> Evaluation of sleeping location | <input type="checkbox"/> Critical & Police Filing Packet |
| <input type="checkbox"/> Preserve Evidence/Crime Scene | <input type="checkbox"/> Call Law Enforcement |
| <input type="checkbox"/> Separation from Aggressor | <input type="checkbox"/> Medical Review Immediately |
| <input type="checkbox"/> Notify Supervisor | <input type="checkbox"/> Ongoing Medical Evaluation(s) |
| <input type="checkbox"/> Notify and Arrange for SANE Program | <input type="checkbox"/> Other |

Step 2:

Describe the steps to assure that the alleged victim and the aggressor are physically separated. This plan should address the following at a minimum:

- Room assignment and other living arrangements
- Participation in educational/vocational programming, recreation, leisure activities, etc.
- Staff supervision and monitoring procedures

Safety Plan developed in December 2007 to be used when victimization has occurred in our facilities; in English and Spanish

DYC Victim Legal Brochure

Legal brochure disseminated when charges are filed with local law enforcement; available in English and Spanish

After conviction of a crime against a victim, if requested in writing by that victim, your state or local correctional authorities will notify the victim of:

- The institution where the person is incarcerated or otherwise being held
- The projected release date of the person
- Any release of the person, including furlough, work release, or community corrections in advance of release
- Escape of person
- Any release or discharge from confinement of the person and conditions of that release
- The death of the person while in a correctional facility or program

YOU MUST RE-ENROLL IN THE NOTIFICATION PROGRAM AFTER A CONVICTION EVEN IF YOU HAD BEEN ENROLLED DURING THE PRE-CONVICTION PHASE OF THE CASE.

Upon request of the victim, correctional officials will keep confidential the victim's or family's addresses, phone numbers, places of employment, or other personal information.

For further information contact the District Attorney's Office that handled your case to determine the sentence of the defendant. If you know the facility where the defendant is incarcerated, you may contact that facility to enroll in a notification program.

QUESTIONS???

If you are in custody and have further questions, contact your Unit Manager.

If you do not want to receive information or notifications as a victim of a crime, you may request that no contact is made to you.

If you have questions concerning the prosecution of your case, contact the District Attorney's Office. Your Clinical Service Provider/MH Professional or Unit Supervisor will be able to provide you with the contact information specific to the county.

If all local efforts to obtain your rights have failed, you may request assistance from the Governor's Victims' Coordinating Committee by contacting:

Division of Criminal Justice Office
for Victims' Programs
700 Kipling St., Suite 1000
Denver, CO 80215
303-239-4477 phone
303-239-4411 fax
Outside metro area 1-888-282-1080

Clients in Colorado's Division of Youth Corrections

Case # _____

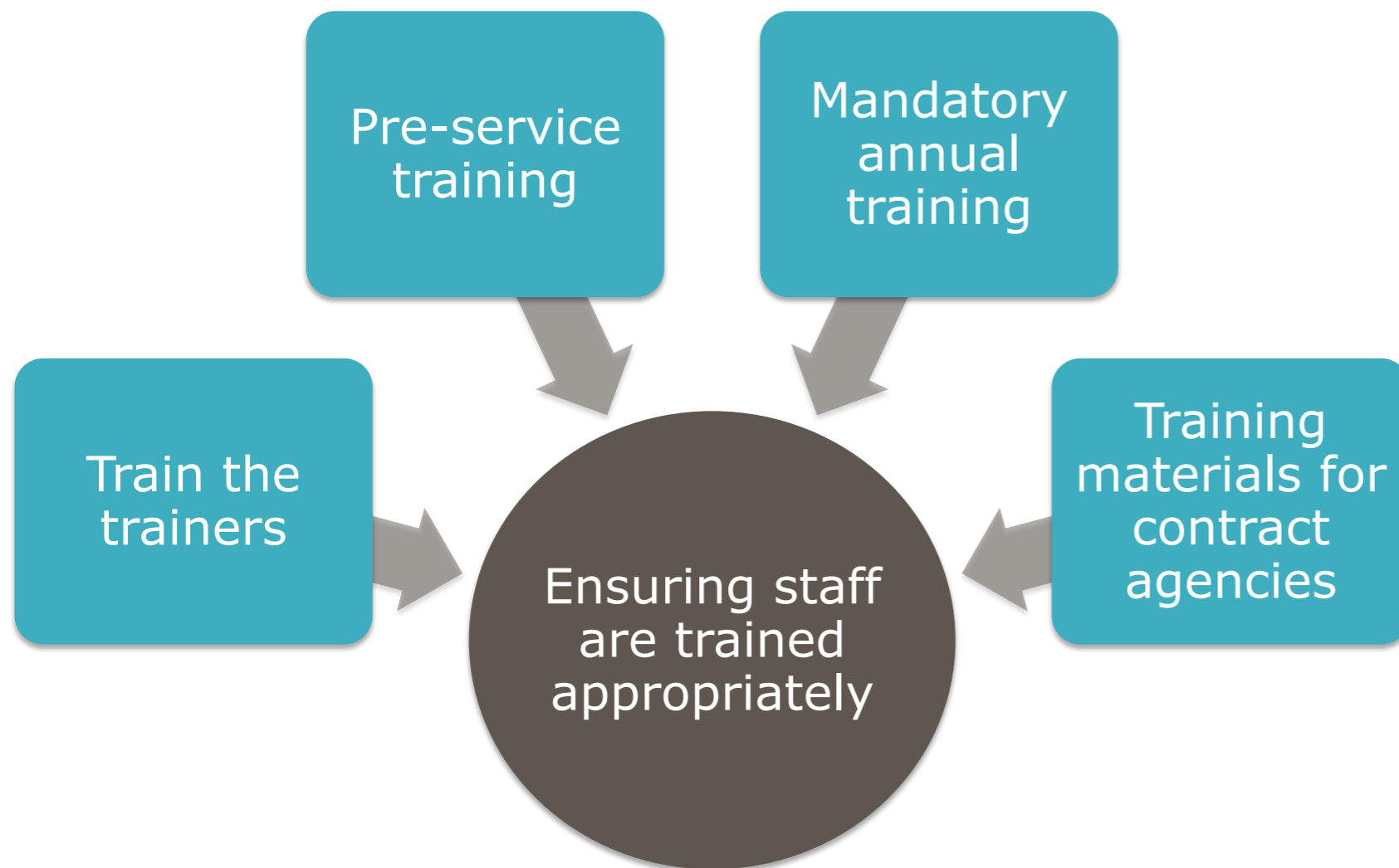
If you are a victim of any one of the crimes listed on the inside panel, your right to be informed and to participate in all critical stages of the criminal justice process related to that crime is guaranteed by the Colorado Constitution. There may be restrictions while you are in custody.

This brochure is designed to help you understand and exercise those rights.

If you have additional questions while you are in custody, contact your Clinical Service Provider/MH Professional or Unit Supervisor.

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DYC Staff Training



Pre-service and mandatory training focuses on:

- Culture
- Zero tolerance
- Boundaries
- Code of silence
- Red flags
- Possible warning signs of victims
- Treatment for victims
- Prevention
- Assessment tools
- Safety plans
- Brochures
- Posters
- Physical plant vulnerability assessment

DYC Youth Survey

Division of Youth Corrections Youth Survey - Sexual Contact

FACILITY:

REPORTING PERIOD:

This survey asks about sexual contact IN THIS FACILITY in the last 3 months, if you are a detention youth.
This survey asks about sexual contact IN THIS FACILITY in the last 6 months, if you are a committed youth.
If you have not been here that long, please report ANY sexual contact while you have been IN THIS FACILITY.

Thank you for answering this survey. A staff member or clinician is on site if you need to discuss any issues related to your survey answers.

General information about this survey:

This survey asks about sexual contacts. Sexual contacts are when someone touches your private parts, or you touch someone else's private parts in a sexual way. Private parts are breasts, buttocks, penis, vagina, and inner thigh.

This survey is not a way for reporting an alleged incident that you want the staff or facility to investigate. This is a confidential survey about sexual contact. To make a specific claim of sexual contact, please utilize the following resources:

- The PREA pamphlet received at Intake
- A staff member you trust
- Client Manager or other professional
- The facility's grievance procedure
- A family member
- Youth Handbook

Developed survey in 2009 that incorporated specific victimization and facility-specific questions; in English and Spanish

Basic Information:

- (1) Select Your Gender Male Female
 (2) Select Your Status Detention Commitment

Section A: Information provided to you as a youth at this facility...

- (3) Do you know how to report sexual contact while at this facility? Yes No
 (4) Did you receive information on reporting sexual contact while at this facility? Yes No

Section B: General information on sexual contact at this facility in the last 3 or 6 months...

- (5) At this facility, have you rubbed anyone's private parts with your hand or has anyone rubbed your private parts with their hand? Yes No
 (6) At this facility, have you put your mouth on anyone's private parts or has anyone put their mouth on your private parts?
 (7) At this facility, have you put any part of your body inside anyone else's private parts?
 (8) At this facility, has anyone put part of their body inside your private parts?
 (9) At this facility, have you had any other kind of sexual contact with someone at this facility?

(a) What kind of sexual contact was that? (CHECK ALL THAT APPLY)

- Kissing on the lips
- Kissing other parts of the body
- Showing something sexual, like pictures or a movie
- Looking at private parts
- Something else that DID NOT involve touching
- Something else that DID involve touching

If you answered YES to ANY questions in Section B, please continue.
If you answered NO to ALL questions in Section B, STOP, YOU ARE DONE!

Section C: Who did the sexual contact happen with?

- (10) Did the sexual contact happen with a YOUTH at this facility?
 (11) Did the sexual contact happen with a STAFF member at this facility?

Version Date: 3/31/2011

Page 1 of 2



DYC 2010 Assessment

Assessment

PP-1 ZERO TOLERANCE OF SEXUAL ABUSE

Assessment Checklist

	YES	NO	FISCAL IMPACT	PROBABLE	SYSTEM IMPLICATION	POLICY IMPLICATION
Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
* Does the agency ensure that all of its facilities comply with the PREA standards?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
* Does the agency employ or designate a PREA coordinator to develop, implement, and oversee agency efforts to comply with the PREA standards?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Comments:

A formal PREA coordinator must be appointed within existing resources or within a new FTE.

Estimated cost for a FTE PREA Coordinator - \$85K salary/benefits and \$10K soft costs/operating

Fiscal consideration must be given to the oversight of the standards for compliance. FTE is needed to comply with State operated as well as contract facilities.

PP-2 CONTRACTING WITH FACILITIES FOR THE CONFINEMENT OF RESIDENTS

Assessment Checklist

	YES	NO	FISCAL IMPACT	PROBABLE	SYSTEM IMPLICATION	POLICY IMPLICATION
* Does the public agency contract for the confinement of residents only with private companies and other entities, including other government agencies, that agree to adopt and comply with the PREA standards?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do all new contracts and contract renewals include an obligation to adopt and comply with the PREA standards?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do all new contracts and contract renewals specify that the public agency will monitor the entity's compliance with the PREA standards as part of its monitoring of the entity's performance?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

Currently all contracts that designate mental health services indicate that they must follow PREA law. A review of language for all contracts should take place. There is no specificity on how this will be monitored.

Consideration must be given to contract facilities who house DYC as a minority population may not find sense in continuing business with the DYC and could limit placement options which possibility could place fiscal impacts on the DYC and/or overcrowding.

PP-3 RESIDENT SUPERVISION

Assessment Checklist

	YES	NO	FISCAL IMPACT	PROBABLE	SYSTEM IMPLICATION	POLICY IMPLICATION
* Does direct care staff provide the supervision of residents necessary to protect them from sexual abuse?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
* Do the facility administrators and supervisors responsible for reviewing critical incidents examine areas in the facility where sexual abuse has occurred to assess the following?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Physical barriers that may have enabled the abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Adequacy of staffing levels during different shifts	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Monitoring technology needs	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Lessons Learned

- Train, train, train.
- Look at overall agency culture and support of the zero tolerance principles of preventing sexual abuse in programs.
- The focus on PREA is one component of a healthy culture.
- Ensure a comprehensive assessment process for youth to mitigate risk.
- Utilize resources provided by the PREA Resource Center and other PREA networks so that you do not have to reinvent the wheel.

Questions?

We will now take questions from our participants. Please send those to Julie James through Private Chat or via email at jjames@vera.org, and we will ask them on your behalf.

For More Information

For more information about the National PREA Resource Center, visit
www.prearesourcecenter.org

Ask questions at info@prearesourcecenter.org

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