# PREA

# Peer Education

# Class Curriculum



**PREA Peer Education Class Curriculum**

**Length: 45-60 minutes**

**Course Outline:**

**Introductory Skit Instructions (optional)**

1. **Introduction and Welcome**
2. **General Safety Tips**
3. **Sexual Abuse and Sexual Harassment**
4. **“PREA: What You Need to Know” (video)**
5. **Post-Video Discussion**
6. **Sexual Abuse and Sexual Harassment Defined**
7. **Reporting Sexual Abuse and Sexual Harassment**
8. **Facility Response**
9. **The Aftermath of Sexual Abuse and Sexual Harassment**
10. **Wrap-up and Evaluation**

**Appendix A: Script - Peer Education Skit**

**Materials:**

* Peer Educator Training Manual
* PREA Brochure and/or Flyers
* Class Evaluations
* Safety Pens
* Video(s): “PREA: What You Need to Know” DVD or facility/agency-specific PREA videos (optional)
* TV and DVD Player (if playing video)

**How to Use This Curriculum:**

This curriculum provides peer educators with a script to be used during a PREA Peer Education class. Note that “inmate/resident/detainee” is used throughout. Tailor the script to your facility.

In your first few classes, feel free to read from the script. As you become more comfortable, make changes to the words so it sounds like something you would say. Always check with the Peer Education Liaison to make sure that your changes do not alter the meaning of the information.

**Classroom Setup:**

Chairs

* Make sure there are chairs for each participant and for each Peer Educator.
* Arrange chairs in a semi-circle, if possible, to create an atmosphere that encourages participation.

Evaluations, Pens, and the Sign-in Sheet

* Make sure to have enough copies of the evaluation — one for each participant.
* Have pens available for people to borrow to complete their evaluations. Hand out at the end with the evaluations and be sure to collect each one before people leave the class.
* Have the sign-in sheet available for participants to sign.

TV, DVD Player, and DVD

* If using a video, make sure there is a TV and DVD player plugged in and working in the room.
* Insert the DVD into the player and get it ready to play before class begins.

**Peer Educator Tips:**

* Stand in a place where everyone can see you. If possible, you should also try to move around while speaking to make it easier to engage with the participants.
* If a section of the class is taking too long because participants are engaged in a lengthy discussion, or someone asks a question that is off-topic, it’s okay to say, “Unfortunately we have to move on in order to cover the rest of the material, but we are happy to answer any additional questions at the end of class, if there’s time.”
* Refer any questions you can’t answer to the PREA Compliance Manager, **\_\_\_\_\_\_\_\_\_\_\_**.

**Introductory Skit (Optional)**

This skit is a useful tool to show some of the points that will be made throughout the training. If you include it as part of your class session, let the participants know that later in the class you will be asking them questions about the skit.

You will need two peer educators and one volunteer from the class.

As peer educators, you will act as inmates/residents/detainees and should be comfortable acting in front of the class. You should familiarize yourselves with the lines, but do not have to memorize them word for word. If there are not two peer educators comfortable performing the skit, it is fine to leave it out.

The class volunteer will play the role of the correctional officer. (This person will have only one line, so preparation is not necessary.)

If available, a cardboard box can be used as a prop.

Following the skit, move right into part **I. Introduction and Welcome.** (You will discuss the skit during Part **II. General Safety Tips.**) If you are not using the skit, begin the class with Part **I. Introduction and Welcome**.

**I. Introduction and Welcome**

* Hello everyone, I’m \_\_\_\_\_\_\_\_\_ and this is \_\_\_\_\_\_\_\_\_\_\_. We’re peer educators at this facility. In this class we’re going to be discussing safety in this facility *[insert facility name]*.
* You are required to attend this class within your first couple of weeks here.
* The information here is useful, even if you are transferred to another facility. *Do not read if there is only one facility.*
* The class is going to take about 45 minutes to one hour to complete, and participation is encouraged; so feel free to ask questions.
* During class, remember to respect the views of others.

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| **II. General Safety Tips** |

* We’re going to begin by talking about some general safety tips.
* Some of the behaviors and situations we are going to discuss are not always signs of trouble. Sometimes, they are normal behavior between friends. You should not be afraid to make friends while you are here. **However, it is important to realize when someone’s behavior toward you raises safety concerns.**
* Respect others and their boundaries and recognize when another person isn’t respecting your boundaries. If another person says or does something that makes you uncomfortable, ask them to stop.

Here are some additional safety tips:

* Be mindful of people who give too much information about their personal life too soon.
* Staff members should **NEVER** share details about their personal life. Their role in our lives is a professional one.
* It’s important that you avoid gambling, drugs, and alcohol while serving your time. These things are against facility rules. They could also place you in danger.
* Be aware of those who show you *unexpected* kindness, favors, or any type of favoritism — this includes staff.
* Avoid borrowing items from others.

***Question to the Class:*** Be on the lookout for controlling behaviors from others. Can anyone give an example of what this might look like?

*Allow time for people to respond. Add to what people say with the following examples:*

Some additional examples of controlling behavior from other inmates/residents/detainees may include:

Being told you can or cannot watch TV, when you can shower, who you can spend time with, etc.

* Pay attention to your surroundings and always trust your instincts. When possible, avoid areas of the facility where there is not much staff supervision.
* Never be afraid to seek help if someone threatens you or makes you feel uncomfortable, even if that someone is staff. You don’t have to wait for a situation to get worse before you tell someone.

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| ***Question to the Class***  **This is only to be asked if the skit was performed at the beginning of the discussion. If not, skip this question.**  Thinking back to the skit we performed at the beginning of class, what advice would you have given Williams?  *Allow time for the class to share ideas. Then add to their suggestions from this list.*  Some responses may include:   * Learn about the facility and how things work here before accepting help from someone. * Question the motives of Johnson. Wonder why they are helping Williams and what they might expect in return. * Don’t accept anything Johnson may offer Williams until they learn what type of person Johnson is. * Williams should carry the boxes their self. * Do not allow Johnson such familiarity that they would invite themselves into Williams’ room — establish boundaries early. * Learn to whom to report in case the situation with Johnson endangers their safety. |

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| **III. Sexual Abuse and Sexual Harassment** |

* We are having this class today because of PREA, or the Prison Rape Elimination Act, which was passed by Congress and signed into law in 2003 to bring an end to sexual abuse in all types of corrections facilities.
* The federal government has done research under PREA showing that roughly 200,000 adults and children are sexually abused behind bars every year by staff or other inmates/residents/detainees. In fact, in adult prisons and jails, the perpetrators are as likely to be staff as other inmates/residents/detainees.
* Just like in the outside community, the vast majority of those who have been sexually victimized behind bars do not report, so this number is probably much higher.
* Officials here are committed to preventing the sexual abuse and sexual harassment of inmates/residents/detainees.
* This agency has a **zero-tolerance policy** toward sexual abuse and sexual harassment of inmates/residents/detainees. This means that this facility and this agency do not tolerate this type of behavior and that any reports will be investigated thoroughly.
* This can be a difficult topic to talk about, but it is important. The information we give you could be helpful. When we talk about it openly, it makes the facility safer for all of us.
* If the material discussed in this class brings up painful feelings, you can request to speak with someone in mental health. *[Insert information about organization for confidential support services and how inmates/residents/detainees can access these services.]*
* Consensual — or willing — sexual activity between inmates/residents/detainees is against policy, but we are focusing on sexual abuse and sexual harassment — conduct that is not agreed to.
* Any person can be the victim of sexual harassment and/or sexual abuse by other inmates/residents/detainees, staff, or both. In addition to this facility being committed to keeping us safe, we want to share two other important messages:
  + First — Sexual abuse and sexual harassment are *not about love*. They are about power and control over someone.
  + Second — Sexual abuse and sexual harassment are NOT the victim’s fault. They never are!

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| ***Question to the Class:*** I realize some of you just arrived, but can you think of anything that this agency and facility are doing to help keep you safe from sexual abuse and sexual harassment?  *Allow time for the class to share ideas. Then add to their suggestions from this list.*  Some responses might include:   * The PREA brochure that you received during intake. * The PREA posters around the facility. * This peer-led safety class. * Having staff of the opposite gender announce themselves when they come onto a housing unit. * Each facility has a PREA Compliance Manager. This person is responsible for all sexual abuse and sexual harassment-related issues. The PREA Compliance Manager at this facility is **\_\_\_\_\_\_\_\_\_**. |

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| **IV. Video: “PREA: What You Need to Know”** |

**Skip to Part VI if you are not watching the video.**

* We will now watch the video “PREA: What You Need to Know,” the first few minutes of which you may remember from seeing at intake. The full video is about 15 minutes long. *Play the “PREA: What You Need to Know” DVD.*

*If a different video will be used, revised the script to reflect the title and video length.*

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| **V. Post Video Discussion** |

*Skip to Part VI if you did not watch the video. If a different video is used, revise the discussion questions below as needed to make them video-specific.*

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| ***Question to the Class:*** During the video, several examples of sexual abuse and sexual harassment were discussed. Are there any other examples of sexual abuse or sexual harassment that you can think of?  *Allow time for the class to share ideas. Then add to their suggestions from these examples.*  ***Sexual Harassment Example:*** Another inmate/resident/detainee making sexual comments about your body that make you uncomfortable would be sexual harassment.  ***Sexual Abuse Example:*** Another inmate/resident/detainee gives you items from the commissary, but later expects or demands sexual favors in return. This would be an example of sexual abuse. |

**VI. Sexual Abuse and Sexual Harassment Defined**

* At this facility, when we are talking about sexual abuse or sexual harassment, we mean actions that an inmate/resident/detainee or staff do to another inmate/resident/detainee.
* ***Question to the Class:*** Who can tell me what we mean by **sexual abuse**? *Allow participants to respond, then read the following:*
* Sexual abuse is unwanted touching of your genitals, buttocks, anus, or inner thigh, no matter how slight. The touching can be done with a hand, finger, object, or other item and can include penetration.
* ***Question to the Class:*** Are there any questions about what we mean about sexual abuse? *Wait to see if anyone has any questions.*
* Ok, let’s move on to what we mean by sexual harassment.
* ***Question to the Class:*** How is sexual harassment different? What do we mean when we say **sexual harassment**? *Allow participants to respond, then read the following.*
  + Sexual harassment involves unwelcome verbal comments of a sexual nature. These might be requests for sexual favors, comments about someone’s body, negative comments about who someone dates or is attracted to, or obscene language or gestures.
* ***Question to the Class:*** Are there any questions about what we mean about sexual harassment? *Wait to see if anyone has any questions.*

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| **Scenario #1:**  **Let’s practice understanding these definitions with a scenario.**  Inmate/resident/detainee Thomas has been in the facility for eight months. During that time Thomas has made a few friends but tends to keep to him/herself. One day, when Thomas is in the bathroom taking a shower, inmate/resident/detainee Ross walks by and whistles at Thomas. Ross briefly exposes him/herself to Thomas and says, “You know better than to say anything, don’t you?” Ross laughs and then walks away.  Has Thomas just experienced sexual abuse or sexual harassment? Why or why not?  **Answer:** Thomas has experienced sexual harassment because Ross whistled and exposed themselves. If Ross had made Thomas touch him/her after exposing him/her self, or touched Thomas in a sexual way, it would also be sexual abuse. |

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| ***Question to the Class:*** Is it possible for an inmate/resident/detainee at this facility to be in a consensual sexual relationship with a member of staff? *Pause to allow time to answer.*  **Answer:** No. An inmate/resident/detainee can **never** consent or agree to sexual activity with a staff member. Even if he or she is willing to engage in that activity or believes the contact to be romantic or an “even exchange,” they still cannot consent. |

* You might be wondering what we mean by consent.
* Consent is an act of free will, a clear and enthusiastic “yes.” Consent cannot be given for sexual contact if you are threatened, coerced or pressured, or in a position where you cannot say “no,” because you are unconscious, high, drunk, or asleep.
* Remember, consensual sex between inmates/residents/detainees is not a PREA incident, but it is a policy violation. There are consequences for such behavior.
* Again, an inmate/resident/detainee can NEVER consent or agree to sexual activity with a staff member. Ever.

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| **Scenario #2**  **Let’s do another scenario.**  Inmates/residents/detainees Jameson and Garo are walking down the boulevard to chow and talking about their day. Two correctional officers walk past. One of the officers looks them up and down and says to them, “All that walking y’all do must be working. Got you looking *good*.” He nudges the other officer and they laugh.  Garo winks at the officer who said it and laughs as well, saying to Jameson as they continue on to chow, “I hope they’re still out here when we get done eating.”  ***Question to the Class:*** What have Jameson and Garo just experienced? Sexual abuse or sexual harassment?  **Answer:** They have both experienced sexual harassment.  Remember — it does not matter that Garo was flirtatious with the officers, because an inmate/resident/detainee can **never** consent or agree to a sexual relationship of any kind with a member of staff. There is NO exception to this. Members of staff have authority and power over you. It is not just agency policy; federal and state law also protects us in these situations. |

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| **VII. Reporting Sexual Abuse and Sexual Harassment** |

* You have a right to live in a safe environment and be free of sexual abuse and sexual harassment.
* Reporting sexual abuse or sexual harassment is a right that you have, and this facility must respect your rights when you report. They must do something about it. You can report anonymously, and it will still be investigated.
* Abuse at another facility can also be reported, including at jails or prisons outside of this agency. Staff will notify the other facility so the report is investigated.
* If someone were to ignore your rights when it came to getting medical care or mental healthcare, you would say something about it. This is the same thing. We understand that reporting is not an easy thing to do. But reporting sexual abuse and sexual harassment can help you stay safe and improves the overall safety of the facility. And remember: this facility is committed to protecting anyone who reports from retaliation.
* You have a right to free and confidential emotional support services for sexual abuse, regardless of when the abuse happened.
* ***Question to the Class:*** At this facility there are several ways that you can report sexual abuse and sexual harassment. Can anyone name any of them?

*Allow time for the class to share ideas. Then add to their suggestions from this list.*

* + Tell any staff member, contractor, or volunteer, including medical and mental health staff.
  + Reports can be made verbally or in writing; you can also report anonymously. The facility has a legal responsibility to investigate all reports.
  + You can also use the written grievance system within the facility to report sexual abuse and sexual harassment.
  + You can also tell a family member, friend, or any other person outside of the facility. They can make the report on your behalf.

*Insert other ways inmates/residents/detainees can report, including phone numbers or kiosk.*

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| **Scenario #3**  Inmates/residents/detainees Clarke and Lewis were in a consensual romantic relationship in this facility. They recently broke up, but Clarke refuses to let Lewis go. Lewis has told Clarke several times that they no longer wish to be involved romantically, but Clarke ignores what Lewis says. One day, Clarke finds Lewis and says, “Either you stay with me, and do what I say, or I’ll make your life a nightmare.” Clarke then demands oral sex. Lewis is terrified, so complies.  ***Question to the Class:*** Is this sexual abuse? Is there anything that can be done to protect Lewis?  *Allow time for the class to share ideas. Then review the following.*  **Answer:** Consensual sexual relationships between inmates/residents/detainees are against policy but are not sexually abusive and NOT covered under PREA.  **However**, if one of the partners tries to end the relationship and is forced or talked into continuing the sexual activity — that is sexual abuse, and it is a crime.  Lewis should tell a staff member what has happened so that staff can keep Clarke away, collect any available evidence, and get Lewis any medical and mental healthcare that is needed.  Some inmates/residents/detainees do not want to report because they think they will be punished for admitting to having had a consensual sexual relationship with another inmate/resident/detainee. However, what happened to Lewis was sexual abuse and this facility wants this kind of behavior reported; and Lewis will not be punished for reporting. |

**VIII. Facility Response**

* Here is what will happen after a report of sexual abuse or sexual harassment is made.
* First — the facility WILL take the report seriously!
* Staff will make sure the person is safe. That is their priority. This will include separating the victim from the alleged abuser. They will also take the victim to medical, and the victim will be offered medical treatment.
* Also, if the sexual abuse happened recently, they will ask the victim not to shower, brush their teeth, use the bathroom, drink or eat, or change their clothes. Doing so may destroy valuable evidence.
* Next, an investigation will begin.
* There are many different pieces to an investigation. There will be evidence collection, interviews of the victim and alleged abuser, and of witnesses. They will review video recordings. And more.
* Once the investigation is over, the victim will be told the results of the investigation (unless they do not provide their name and report anonymously).
* Medical exam
* If the sexual abuse happened recently, medical may recommend that the victim goes to the hospital for a special medical exam called a **SANE exam**. A specially trained nurse does the exam and collects evidence for the investigation. This exam is done only with the victim’s permission.
* The victim will get medical and mental healthcare and support (even if the victim does not make a report, name the abuser, or cooperate with the investigation).
* All medical care related to the sexual abuse will be provided for free.
* Victim Advocate
  + The victim will be offered a victim advocate. It is the victim’s choice whether or not they want an advocate present.
  + A victim advocate is someone from a community rape crisis center *[insert the organization’s name if available]* who is trained to support victims of sexual abuse. They never make decisions for the victim, but provide them with information so they can make their own decisions about what happens. They offer support through the forensic exam and interviews with investigators.
* Confidentiality
* The information someone gives about sexual abuse or sexual harassment will ONLY be shared on a need-to-know basis, only with those staff who need the information in order to address the report, such as the investigator.
* Retaliation
* The facility will protect the victim from retaliation for making a report of sexual abuse and sexual harassment or cooperating in an investigation.
* ***Question to the Class:*** Can anyone explain what retaliation means or give an example? *Allow time* *for participants to respond.*
  + Retaliation is like revenge or punishment.
  + Some examples might be: inmates/residents/detainees not wanting to talk to you or calling you a “snitch.” Or staff making you stay in your cell when everyone else is out because you reported on a staff member.

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| ***Question to the Class:*** If a person reports sexual abuse or sexual harassment, are they automatically placed into segregation? *Pause to allow time to answer.*  **Answer:** No. The officers are not allowed to automatically place an inmate/resident/detainee in restricted housing simply because they report sexual abuse or sexual harassment. The perpetrator of the act should be moved immediately, if a move is needed to keep the victim safe. If a victimized inmate/resident/detainee is placed in protected custody, it must be because the facility has not been able to find another way of keeping him or her safe, or if the inmate/resident/detainee requests the move for his or her safety. |

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| **IX. The Aftermath of Sexual Abuse and Sexual Harassment** |

* There is no “right” way for a victim to react to having been sexually abused or sexually harassed. People deal with trauma in different ways.
* There are several different ways that an individual may react if they have been the victim of sexual abuse or sexual harassment. They may:
  + Be outwardly expressive, hysterical, sobbing and enraged.
  + Be subdued, calm, outwardly composed, and numb, having no reaction.
* The effects of sexual abuse and sexual harassment can be long-lasting, and inmates/residents/detainees have an opportunity and a right to get help, no matter when the abuse occurred.

*Insert information about how inmates/residents/detainees can access confidential support services.*

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| **X. Wrap-Up and Evaluation** |

* This class focused on sexual abuse and sexual harassment. Both of these crimes are about power. The abuser is exerting their power over the abused.
* Let’s review some of what we learned today.
* Victims of sexual abuse often feel a loss of power, as if they have no control over their life and the things that happen to them.
* Reporting sexual abuse — even if done anonymously — can be scary. But it is also a way to get inappropriate behavior to stop and for the victim to get services and support.
* Sexual abuse and sexual harassment are never the fault of the victim.
* We have reached the end of the class. **Are there any additional questions?**
* For more information on how to report and how to use confidential support services [*insert where this information can be found].*
* We have evaluations that we would like you all to complete. They’re anonymous. You don’t need to place your name or identification number on the paperwork. Please answer the questions as honestly as possible. Your feedback helps us to improve this class for future inmates/residents/detainees.

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| ***Note to Peer Educator:*** Hand out and collect the completed evaluation forms. |

**Appendix A: Script - Peer Education Skit**

**Johnson:** Here comes that whack CO again…

**Correctional Officer:** *(Approaches with a cardboard box and drops it on the ground.)* Inmate/resident/detainee Williams. Your personals are here. *(Walks away.)*

**Williams:** *(Begins to move toward the box.)*

**Johnson:** *(Picks up the box before Williams.)* Don’t worry about it. I can get this for you. Where’s your bunk?

**Williams:** Oh, thanks, I guess. I could carry that…

**Johnson:** It’s no problem. Really, it’s cool. So, where you at?

**Williams:** Just over here…a few down from the showers.

**Johnson:** Cool. *(They walk down the hall and go inside.)* You gonna have to do something to make this feel like home a little. *(Places the box on the ground.)* I’ve got a few things around my bunk you can have. I’ll go get ‘em.

**Williams:** Are you sure? I mean…

**Johnson:** Yeah, it’s not like I’m using them or anything. I’ll be back. *(Walks out.)*

**Williams:** Wow, okay, thank you. *(Kneels and begins to slowly unpack the box.)*

***One month later. Johnson and Williams are in Johnson’s unit.***

**Williams:** Your place really looks a lot better than mine.

**Johnson:** I’ve been here longer, so I’ve had time to make it look like something. That stuff you took from me a month ago didn’t help?

**Williams:** *Took*? You gave that to me.

**Johnson:** You can’t be serious. You think I’m just gonna *give* you something?

**Williams:** But, I thought that…

**Johnson:** You thought? Everything here has a price. Everything.

*End Skit*