

# PREA Standards

## In Focus



Standard 115.11	<p>Prevention Planning - Prisons and Jails</p> <p>§ 115.11 Zero tolerance of sexual abuse and sexual harassment; PREA coordinator</p> <p>(a) An agency shall have a written policy mandating zero tolerance toward all forms of sexual abuse and sexual harassment and outlining the agency’s approach to preventing, detecting, and responding to such conduct.</p> <p>(b) An agency shall employ or designate an upper-level, agency-wide PREA coordinator with sufficient time and authority to develop, implement, and oversee agency efforts to comply with the PREA standards in all of its facilities.</p> <p>(c) Where an agency operates more than one facility, each facility shall designate a PREA compliance manager with sufficient time and authority to coordinate the facility’s efforts to comply with the PREA standards.</p>
Purpose	<ul style="list-style-type: none"><li>▪ Ensure the sexual safety of facility inmates and staff through a comprehensive agency-wide approach to prevention, detection and response to sexual abuse and sexual harassment in all facilities operated by the agency.</li><li>▪ Ensure a zero-tolerance philosophy and culture permeates the entire organization from the highest levels of organization management through the front-line staff in each facility.</li></ul>
Implementation	<ul style="list-style-type: none"><li>▪ Create a robust zero tolerance policy for the agency that forms the foundation of an agency’s comprehensive approach to prevent, detect and respond to sexual abuse and sexual harassment. Development and implementation of the policy should be a collaborative process involving all critical stakeholders in the organization to ensure understanding and buy-in from all levels in the agency and facility.</li><li>▪ Provide agency staff with a concise roadmap to implement specific and detailed procedures and practices that ensure the sexual safety of inmates and staff in the facility.</li></ul>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Implementation continued</p>	<ul style="list-style-type: none"> <li>▪ Designate an agency-wide PREA Coordinator who has the time, authority and resources to oversee the design and implementation of the agency’s PREA program for all facilities under the agency umbrella.</li> <li>▪ For agencies operating multiple facilities, designate a PREA Compliance Manager in each facility to work collaboratively with the PREA Coordinator who has the time, authority and resources to implement, oversee and sustain the agency’s PREA compliance for a specific facility.</li> <li>▪ Ensure that the PREA Coordinator has direct access to the head of the agency and regular communication with the agency’s senior leadership team, and likewise that the PREA Compliance Manager has similar access and communication with the head and senior leadership of the facility.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Challenges</p>	<ul style="list-style-type: none"> <li>▪ Creating a robust zero tolerance policy that provides sufficient detail, practical guidance, and procedural direction to ensure sexual safety in all areas of the facility.</li> <li>▪ Designating individuals as PREA Coordinator and PREA Compliance Managers who have sufficient time and authority to perform the roles envisioned by the standards when many of these individuals have other agency or facility responsibilities and may not be in positions that typically report directly to the head of their agency or facility.</li> <li>▪ Successfully creating a facility culture that values sexual safety, embraces zero tolerance, and fully implements the agency’s PREA program with fidelity toward its purpose and goals.</li> <li>▪ Maintaining momentum and commitment after initial implementation of the PREA program to ensure continued engagement from all levels of the organization regarding ongoing PREA sustainability.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Best Practices</p>	<ul style="list-style-type: none"> <li>▪ PREA implementation and sustainability is most successful using a team approach bringing in all levels of the organization and key stakeholders in relevant ways to ensure a culture of sexual safety.</li> <li>▪ The PREA Coordinator should have regular communication with the head of the agency and the support of agency leadership so that he or she can manage resistance to the institutionalization of both policy and practice.</li> <li>▪ Collaboration with community services providers (e.g., local law enforcement, prosecutors, rape crisis organizations, SANE/SAFE medical personnel, etc.) in an ongoing manner is vital to a robust PREA program.</li> <li>▪ Create a process to gather and use comprehensive data on the agency’s PREA implementation for future decision making related to progress and change management.</li> </ul>

## Audit Issues

- Assessing whether the agency's PREA implementation policies, procedures and practices are detailed, comprehensive and effective in creating a culture of sexual safety in the facility.
- Assessing whether the PREA Coordinator and the PREA Compliance Manager have sufficient time and authority to successfully perform their role and functions.

## Resources

- Frequently Asked Questions (FAQs) on the PREA Resource Center (PRC) Website
  - December 18, 2015 - <https://www.prearesourcecenter.org/node/3832>
  - March 25, 2015 - <https://www.prearesourcecenter.org/node/3203>
- Archived Webinars on the PRC Website
  - September 30, 2015 - *All About YOU, the Jail PREA Coordinator*
    - <https://www.prearesourcecenter.org/training-and-technical-assistance/webinars/3509/all-about-you-jail-prea-coordinator>
  - March 19, 2015 – *Specific Challenges for the Jail PREA Coordinator*
    - [https://www.prearesourcecenter.org/training-and-technical-assistance/archived-webinars?field\\_web\\_keyword\\_search\\_value=specific+challenges+of+a+prea+](https://www.prearesourcecenter.org/training-and-technical-assistance/archived-webinars?field_web_keyword_search_value=specific+challenges+of+a+prea+)
  - January 27, 2015 – *The Making of a Jail PREA Coordinator*
    - [https://www.prearesourcecenter.org/training-and-technical-assistance/archived-webinars?field\\_web\\_keyword\\_search\\_value=The+Making+of+a+Jail+PREA+Coordinator+](https://www.prearesourcecenter.org/training-and-technical-assistance/archived-webinars?field_web_keyword_search_value=The+Making+of+a+Jail+PREA+Coordinator+)
- Additional Training Resources:
  - National Institute of Corrections (NIC) - <http://nicic.gov/training/prea>
  - End Silence: The Project on Addressing Prison Rape - <https://www.wcl.american.edu/endsilence/>

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