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PREA
RESOURCE
CENTER

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Power Hour:
Chat with a PREA Expert

PREA Standard 115.31 – Employee Training
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Welcome and Introductions



Kendall LaVine
Program Associate

The National Prison Rape Elimination
Act Resource Center (PRC)

The National PREA Resource Center

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.

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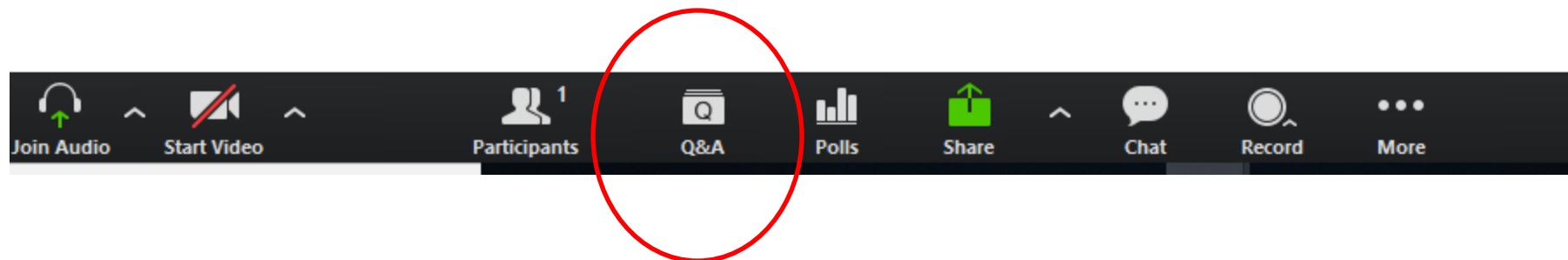
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Logistics

Submitting Questions

To submit a question during the Webinar, use the Q&A feature on your webinar toolbar, as seen below.

Presenters will address the questions at the end of the presentation.



Presenter



Michele Luecking-Sunman

Senior Program Specialist

The National Prison Rape Elimination
Act Resource Center (PRC)

Advisor



Lisa Capers

Senior Program Manager

The National Prison Rape Elimination
Act Resource Center (PRC)

COVID-19 Disclaimer

This webinar is designed to provide guidance related to compliance with 115.31 in general, and will not specifically address concerns or answer questions related to COVID-19. The PREA Resource Center (PRC) recognizes that coming into compliance or maintaining compliance with this standard, and others, during the COVID-19 crisis presents specific challenges that you may not have faced before. If you have questions related to compliance during this crisis, please direct them to the PREA Resource Center via (contact us), and they will be shared with the PMO.

Or, you may the PMO directly at PREACompliance@usdoj.gov.

Standard Requirements

- (a) The agency **shall** train all employees who **may** have contact with inmates on:
- 1) Its zero-tolerance policy for sexual abuse and sexual harassment;
 - 2) How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
 - 3) Inmates' right to be free from sexual abuse and sexual harassment;
 - 4) The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment;

Standard Requirements

- 5) The dynamics of sexual abuse and sexual harassment in confinement;
- 6) The common reactions of sexual abuse and sexual harassment victims;
- 7) How to detect and respond to signs of threatened and actual sexual abuse;
- 8) How to avoid inappropriate relationships with inmates;
- 9) How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming inmates; and
- 10) How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

Standard Requirements

- b) Such training shall be **tailored to the gender of the inmates** at the employee's facility. The employee shall receive additional training if the employee is reassigned from a facility that houses only male inmates to a facility that houses only female inmates, or vice versa.

- c) All current employees who have not received such training shall be trained within one year of the effective date of the PREA Standards, and the agency shall provide each employee with refresher training every two years to ensure that all employees know the agency's current sexual abuse and sexual harassment policies and procedure. In years in which an employee does not receive refresher training, the agency shall provide refresher information on current sexual abuse and sexual harassment policies.

Standard Requirements

- d) The agency shall **document**, through employee signature or electronic verification, that employees understand the training they have received.

Purpose of the Standard

To ensure that staff can prevent, detect, and respond to sexual abuse and sexual harassment and to create a culture of sexual safety in the facility by educating all employees on:

- The agency's zero tolerance policy and methods for reporting incidents or suspicions of sexual abuse or sexual harassment; and
- Creating an environment that prevents and detects sexual abuse and sexual harassment. Fosters a robust reporting culture for inmates and staff and provides meaningful accountability and appropriate assistance to all.

Implementation

- The agency must train all facility employees who **may have contact with** the inmates on ten specific topics detailed in the Standard. All employees must receive training on these topics prior to having contact with inmates, except in very rare circumstances where a slight delay may be reasonable, and the employee will not have unsupervised contact with inmates until the required training occurs.
- Agencies may utilize pre-service training/orientation that is reinforced and enhanced by on-the-job training where experienced and knowledgeable staff members partner and work with the new hires to educate them further about the topics in Standard 115.31.

Implementation

- Training must be **gender-specific** to the gender of the inmates at the facility. If an employee is reassigned from one facility to another that houses a different gender, additional training is required.
- After the initial PREA training, refresher training must be provided every two years. In years in which an employee does not receive refresher training, the agency must provide refresher information on sexual abuse and sexual harassment policies. This can take many forms including handouts, brochures, videos, computer base instructions, in person training, etc.
- The agency must document that employees understand the training they have received. This must be through an employee signature or electronic verification.

Challenges

- Providing quality, comprehensive and meaningful training on PREA to all facility staff on a regular basis while still maintaining ongoing facility operations.
- Updating training curriculum to keep it fresh and consistent with current best practices in the field. Effective training for staff is not simply repeating the same training over and over but providing refresher training with new materials including scenarios and training aids that engage staff and increase learning and retention of the materials.

Challenges

- Ensuring that those responsible for delivering the training have a strong understanding of the material, can demonstrate commitment to the values and objectives of PREA, and are able to convey the information in a manner that is meaningful to staff. In particular, providing training on some of the topics that require culture change in an agency—for instance, on the appropriate ways to communicate with people who are LGBTI in their facilities—requires trainers with very specific knowledge and sensitivity to the subject matter.

Best Practices

- Incorporate PREA concepts and PREA training in unique and meaningful ways throughout the facility operations. Think outside the box and talk about PREA at staff meetings, daily briefings, shift change meetings, management meetings, and other opportunities. Classroom training is great but reinforcing PREA on a daily basis is even better. Be creative and find new, fresh ways to keep PREA at the forefront of staff development.
- Encourage management and supervisory staff to take an active role in providing refresher training on PREA to facility staff. Not only does this show a commitment to PREA by facility leadership, teaching someone else reinforces your own learning. It is a win-win situation.

Best Practices

- Agencies should ensure that the employee verification forms that are signed indicating an understanding of the training are well written and detailed. In litigation, one of the key types of evidence scrutinized is staff training, so a good verification form is essential and protects the agency. It is recommended that forms such as these are reviewed by the agency counsel for legal sufficiency.
- Creating a culture where employees see that supervisors and managers take training seriously fosters an environment where the importance of continual learning about PREA is accepted and encouraged. Having employees who understand and employ the PREA standards daily is an excellent way to avoid litigation.

Audit issues

- Determining whether PREA training effectively meets all the training requirements of the Standards and is delivered in a manner to ensure employee understanding. The auditor must assess whether staff are putting their PREA knowledge and training into daily practice in the facility.
- Analyzing whether all facility staff have been appropriately trained on PREA prior to having contact with inmates. If there are exceptions, the auditor must determine if the circumstances are rare with only a slight delay in the staff receiving the require training.

Audit issues

- Assessing whether training documentation maintained by the facility is sufficient to demonstrate that employees understand the training they received on PREA. Training sign-in sheets are not adequate to demonstrate understanding.
- Determining the adequacy and appropriateness of gender specific training required by the Standards.

The following variations in standards are noted for Lockups and Juvenile Facilities:

Standard Variations: Lockups

- Fewer training requirements generally, specifically no requirement for gender specific training or training on how to communicate effectively and professionally with LGBTI inmates.
- After the initial PREA training, facility required to provide annual refresher information only.

Standard Variations: Juvenile Facilities

- Training on the common reactions of victims of sexual abuse and sexual harassment must focus on juvenile victims and unique reactions for juveniles.
- Training must be tailored to the unique needs and attributes of residents of juvenile facilities in addition to gender specific training.
- Requires training on the relevant laws regarding the applicable age of consent.
- Training must cover how to distinguish between consensual sexual contact and sexual abuse between residents.

Resources

Frequently Asked Questions (FAQs) on the PREA Resource Center (PRC) Website

- The Department of Justice has issued additional guidance related to §115.31/131/231/331
FAQs to date are as follows:
 - March 20, 2019. *How should agencies determine whether an individual may have contact with inmates/residents/detainees*
<https://www.prearesourcecenter.org/frequently-asked-questions>
 - September 28, 2015. *Whether teachers are subject to employee training requirements* <https://www.prearesourcecenter.org/node/3207>
 - October 22, 2014. *Whether employees must have training prior to inmate contact* <https://www.prearesourcecenter.org/node/3210>

Resources

- **PREA Essentials** on the National PREA Resource Center Webpage:
<https://www.prearesourcecenter.org/training-technical-assistance/PREA-essentials>
- **Archived PREA 101 Webinar Slides:**
 - Adult Prisons <https://www.prearesourcecenter.org/training-and-technical-assistance/webinars/884/prea-101-webinar-series-adult-prisons>
 - Jails and Lockups <https://www.prearesourcecenter.org/training-and-technical-assistance/webinars/885/prea-101-webinar-series-juvenile-agencies>
 - Community Corrections <https://www.prearesourcecenter.org/training-and-technical-assistance/webinars/887/prea-101-webinar-series-community-corrections>
 - Juvenile Agencies <https://www.prearesourcecenter.org/training-and-technical-assistance/webinars/885/prea-101-webinar-series-juvenile-agencies>

Resources

Find links to training curricula on the following topics and much more in the PREA Resource Center [Library](#):

- Employee Training
- Responding to Sexual Abuse of Inmates in Custody: Addressing the Needs of Men, Women, and Gender Nonconforming Populations
- Responding to Sexual Abuse of Youth in Custody: Addressing the Needs of Boys, Girls, and Gender Nonconforming Youth
- Committing to Safety and Respect for LGBTI Youth and Adults in Confinement: Lessons From Two Agencies- found at <https://www.prearesourcecenter.org/node/2868>

Resources

Always check the following sources for excellent training on PREA.

- **National Institute of Corrections** (NIC)
 - <http://nicic.gov/training/prea>
- **End Silence:** The Project on Addressing Prison Rape
 - <https://www.wcl.american.edu/endsilence/>

Questions & Answers



PRC Library

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Search the PREA Library for Articles and Resources:

Keyword [SEARCH](#)

LEGAL
In this section of the library you will find information about the Prison Rape Elimination Act of 2003 and related laws and legal issues.
[See all Legal articles >](#)

NEWS COVERAGE
In this section of the library you will find all PREA-related news articles, including news about the law, implementation of standards, and federal and local initiatives.
[See all News Coverage articles >](#)

POLICY & PRACTICE
In this section of the library you will find sample PREA-related policies and PREA policy development guides.
[See all Policy & Practice articles >](#)

RESEARCH
In this section of the library you will find federally funded and academic reports and articles on a range of PREA-related topics.
[See all Research articles >](#)

RESOURCES
In this section of the library you will find tools such as training materials, handbooks, policy development toolkits, and a list of resources for survivors.
[See all Resources articles >](#)

STANDARDS
In this section of the library you will find the federal PREA standards and information about the development, implementation, compliance with, and enforcement of the standards.
[See all Standards articles >](#)



BREAKING NEWS: The Department of Justice's national PREA standards were released on May 17, 2012. Read the final standards [here](#).

Welcome!

The PREA Resource Center (PRC) is working to address sexual safety in confinement, and to assist state and local jurisdictions with implementation of the Department of Justice [national PREA standards](#). Visit the library for research and guidance on implementation of the standards; the Training and Technical Assistance section of the website to learn about the PRC's four strategies for assisting the field with PREA implementation; and [sign up for upcoming webinars here](#).

Need Help?

The PREA Resource Center provides training and technical assistance to adult and juvenile corrections and law enforcement agencies seeking to prevent, detect, and respond to sexual abuse in confinement.

[REQUEST ASSISTANCE >](#)

Resources for survivors and their families are available [here](#).



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Field Initiated TTA Request

- Targeted TTA
- Request for Assistance
- BJA Demonstration Sites
- PREA in Action
- PREA 101
- Upcoming Webinars
- Archived Webinars

Request for Assistance

Fill out the form below in order to request PREA-related training and/or technical assistance for your jurisdiction or agency.

Name of jurisdiction/agency making request:

Name and position/title of person making request:

Contact Information of Requester

Address:

City/Town:

State:

ZIP:

Email:

Phone:

Point of contact for the jurisdiction/agency:

Statement of Problem:

Describe, as specifically as possible, the condition or issue for which the TTA is requested.

Previous Efforts:

Have there been any previous attempts to address the condition or issue for which the TTA is requested? If so, what action(s) were taken and what were the results?

Training and Technical Assistance:

Describe what type of training or technical assistance you would like to receive.

Targeted Audience/Recipients:

Search the PREA
Library for Articles
and Resources:

Keyword

SEARCH

Sign Up for Updates

The PREA Resource Center will provide information on upcoming events, new resources to our library, and PREA-related issues in the news through its newsletter. Sign up to receive our newsletter via email.

Email SIGNUP

Jurisdictions can request assistance by completing a web form on the PRC website under the Training and Technical Assistance tab and clicking **“Request for Assistance”** on the sidebar.

<https://www.prearesourcecenter.org/>

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

To ask a question, please visit our [Contact Us](#) page.

Michela Bowman

PRC Co-Director

mbowman@prearesourcecenter.org

Jenni Trovillion

PRC Co-Director

jtrovillion@prearesourcecenter.org

Thank you!

An email will be sent to you following this event with a link to provide feedback. Your input is important and will help to plan and coordinate future events and resources.

Sign up for our [mailing list](#) to be the first to hear about our next
Power Hour: Chat with a PREA Expert!

Bureau of Justice Assistance

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