

# PREA NOTICE

(§115.233[e])

Pennsylvania (PA) Department of Corrections (DOC) and this Facility enforce a **Zero Tolerance** standard for sexual violence against residents. This was enhanced by the enactment of the **PRISON RAPE ELIMINATION ACT (PREA) of 2003** which ensures that residents have a right to be free from sexual abuse and sexual harassment perpetrated by other residents and staff, in addition to service providers, vendors, volunteers and interns. Implementation of the PREA policy will promote a safe, humanely secure environment, free from the threat of sexual assault/misconduct for all residents. As professionals, it is our goal to achieve this goal.

We recognize that the vast majority of our employees do not engage in sexual misconduct with residents, nor support staff members who do. Staff sexual misconduct tarnishes our reputation, jeopardizes facility safety and security, and undermines management's authority.

Employees are required to **IMMEDIATELY** report any inappropriate staff/resident behavior. Retaliatory action is **prohibited** against any individual for reporting sexual abuse or sexual harassment or for providing information during an investigation. Employees, contract service providers, volunteers, interns, and/or individuals who conduct business with the Department are subject to disciplinary action up to and including possible dismissal and termination if they are found to have engaged in sexual misconduct or sexual contact with a resident.

As the Department continues working toward full PREA compliance, it is important for everyone to have a fundamental understanding of the following national standards:

## **Abuse (Resident-on-Resident) is defined as:**

- Any form of unwanted sexual behavior without consent.
- Any forced sex or penetration.
- Any unwanted sexual touching of the genitals, breasts, buttocks, or inner thighs.

## **Abuse (Staff-on-Resident) is defined as:**

- Any behavior or act of a sexual nature directed toward a resident by an employee, contract service provider, vendor, volunteer, intern, or other agency representative.
- Any sex, penetration, or sexual touching for the purpose of sexual gratification.
- Any attempt, threat, or request to engage in any type of sexual activity.
- Any exposure of body parts.
- Any voyeurism intended to invade the privacy of a resident while they are undressed, bathing, or performing bodily functions.

## **Harassment is defined as:**