

APPEALS

1. The victim of the sexual misconduct, sexual contact, sexual abuse and or sexual harassment will be informed in writing by the assigned investigator of the outcome of the investigation and the resolution.
2. An inmate who is dissatisfied with the investigation or resolution of an allegation of sexual misconduct, sexual contact, sexual abuse or sexual harassment may appeal to the Sheriff within seven days of receiving the written outcome of the investigation. The Sheriff shall give written response to the inmate within a reasonable period of time.

REFERRAL COUNSELING/MEDICAL TREATMENT

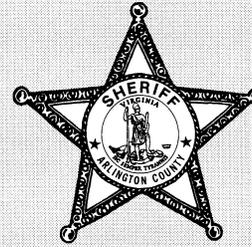
Inmates making allegations of sexual misconduct, sexual contact, sexual abuse or sexual harassment shall be provided appropriate counseling or medical treatment if warranted. Counseling will be arranged by the Director of Corrections or his designee. Incidents which may result in the injury, pregnancy, transmission of a disease, or other health consequences shall result in a medical evaluation with the consent of the patient.

REMINDER

Inmates must be in full uniform at all times other than when sleeping, showering, or using the bathroom facilities. This includes remaining in assigned cell in full uniform during headcounts.

CONTACTS

- Inmate Services Case Manager
- Department of Human Services Mental Health Counselors assigned to the jail.
- National Prison Project
1875 Connecticut Ave. N.W. Suite 410
Washington DC 20009



REPORTING SEXUAL MISCONDUCT

ARLINGTON COUNTY DETENTION FACILITY

1435 N. Courthouse Road
Arlington, Virginia 22201

Beth Arthur, *Sheriff*

SEXUAL MISCONDUCT AGAINST INMATES

Accomplishing our mission depends upon the community's respect, public confidence and acceptance; credibility with the community and inmate population in our ability to manage a safe, secure and Constitutional jail. Staff are expected to have high levels of morale, ethical conduct and professional pride. These conditions and the protection of employee and inmate rights are achieved only where high standards of professional conduct exist. To insure this co-existence of mission accomplishment and rights, employees are expected to comply with the standards of conduct established by the Sheriff. All reported allegations of employee misconduct will be fully investigated and treated in a confidential and serious manner. Staff conduct and attitude towards such allegations will be professional, unbiased and staff members are required to cooperate with investigation into all allegations. Where appropriate, allegations may be referred to the Commonwealth's Attorney for prosecution.

WHAT ARE WE TALKING ABOUT?

Sexual Misconduct – shall include but not be limited to, all sexual behavior directed toward an inmate in the custody of the Arlington County Sheriff's Office. Sexual misconduct includes acts or attempts to commit acts of sexual contact, sexual abuse, and sexual harassment. Furthermore, sexual misconduct includes conversations or correspondence which demonstrate or suggest a romantic or intimate relationship between an inmate and Sheriff's Office employee or contractual employee, volunteer or any other individual in a position of authority over an inmate. All sexual contact between these persons is sexual misconduct regardless of consent.

Allegations – Events which are said to have happened, but which have not been verified.

Sexual Contact – Shall include, but not be limited to, all forms of sexual contact as well as the intentional touching, either directly or through clothing, of the genitalia, anus, groin, breast, inner thigh, lips, or buttock, of any person with an intent to abuse, humiliate, harass, degrade, or arouse, or gratify the sexual desire of any person.

Sexual Abuse – Shall include, but shall not be limited to, subjecting another person to sexual contact by persuasion, inducement, enticement, or forcible compulsion; subjecting to sexual contact another person who is incapable of giving consent by reason of their custodial status; subjecting another person to sexual contact who is incapable of consenting by reason of being physically helpless or restrained, or mentally incapacitated; and raping, molesting, prostituting, or otherwise sexually exploiting another person.

Sexual Harassment – Shall include, but shall not be limited to, unwelcome sexual advances, requests for sexual favors, disrobing or requesting that another person disrobe without a legitimate penological objective, making sexually offensive comments or gestures, or other verbal or physical conduct of a sexual nature.

REPORTING

INITIAL NOTIFICATION BY INMATE

1. Inmates may confidentially disclose incidents of sexual misconduct, sexual contact, sexual abuse and sexual harassment to any Sheriff's Office employee, either verbally or in writing. Inmates may file a sexual misconduct complaint through the emergency grievance system. This process allows for confidential reporting by inmates 24 hours per day, 7 days per week. Such grievances will be handled immediately by the Director of Corrections or Shift Commander during non-business hours. Any inmate who reports an incident of sexual misconduct, sexual contact, sexual abuse or sexual harassment may request and be treated as an anonymous informant.
2. All interviews will be conducted thoroughly in a professional, non-abusive and non-threatening manner. Staff will make no predetermined judgment regarding whether the reported incident occurred or not, but will proceed with notifying the appropriate individuals based on the nature of the report.
3. ACSO employees and any individual in a position of authority over an inmate, shall not retaliate against the alleged victim and/or complainant and/or inmate witness for making allegations of sexual misconduct, sexual contact, sexual abuse or sexual harassment. Such retaliation may include, but is not limited to, threats regarding parole, bail or probation, denial of privileges, subjection to disciplinary or adverse administrative action, negative comments or recommendations to any parties or organizations. No ACSO employee shall lead the complainant, victim, or witness to believe that such retaliatory actions can or will be taken to induce statements or other cooperation. This in no way shall limit the ACSO's ability to take appropriate disciplinary or prosecutorial action where inmates make untruthful allegations.
4. Investigations of sexual misconduct, sexual contact, sexual abuse, and sexual harassment shall be conducted by an investigator who has experience and training in investigations and appropriate and effective interview techniques.