PREA in Action Webinar Series
Embracing the Standards: Youth Corrections

September 13, 2012
National PREA Resource Center (PRC)
PRC was established through a cooperative agreement between the Bureau of Justice Assistance and NCCD. 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.

Vera Institute of Justice
Vera was founded in 1961 and combines expertise in research, demonstration projects, and technical assistance to help leaders in government and civil society improve the systems people rely on for justice and safety.
Embracing the Standards

Key Steps

Assess

Implement

Plan
Embracing the Standards: Colorado Department of Human Services, Division of Youth Corrections

“Working with Colorado Communities to Achieve Justice”

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**Services**

**Commitment Services**
The Division of Youth Corrections provides long-term commitment services for youth who are adjudicated juvenile delinquents, and whose legal custody is transferred by the courts to the division via a commitment order.

**Detention Services**
The Division of Youth Corrections provides short-term, secure, and community-based detention services for pre-adjudicated and sentenced youth.
Facilities

- Ten state-owned, state-operated secure facilities.
- Three state-owned, privately operated facilities.
- DYC operates eight facilities that hold the detained population and contracts with three organizations to provide staff-secure detention services.
- DYC contracts with multiple privately owned and operated agencies.
Age

- Ages 10–20 for acts committed prior to a youth’s 18th birthday
- All commitments discharged at maximum age of 21

Committed

- Average daily population = 983.1
- Average LOS = 18.3 months

Detained

- Average daily population = 316.4
- Average LOS = 14.7 days

DYC Key Strategies and Core Values

Colorado Department of Human Services
Division of Youth Corrections

5 Core Values

- Division Employees will Speak and Act with INTEGRITY
- Treat Youth, Families and Each Other with RESPECT
- Demonstrate TRUST
- Reflect Personal ACCOUNTABILITY
- Pursue EXCELLENCE

5 Key Strategies

The Division will Provide THE RIGHT SERVICES AT THE RIGHT TIME delivered by QUALITY STAFF using PROVEN PRACTICES in SAFE ENVIRONMENTS embracing RESTORATIVE COMMUNITY JUSTICE PRINCIPLES

Working with Colorado Communities to Achieve Justice

The mission of the Division of Youth Corrections is to protect, restore and improve public safety through a continuum of services and programs that: effectively supervise juvenile offenders; promote offender accountability to victims and communities; and build skills and competencies of youth to become responsible citizens.
**PREA Implementation**

**DYC’s Assessment Activities**

- Assessed policy, procedure, and practice to determine compliance and needs
- Each assessment cycle was triggered by specific events—the initial federal passage of PREA, Colorado passage of the proposed PREA standards, and passage of DOJ’s final standards
PREA Implementation

**Assess**
- Developed goals/objectives and timelines for workgroup in August 2007
- Contacted external agencies to develop trainings and educational materials—NIC, TMG, CODOC, Ohio, AU
- Conducted outreach and research to develop screening tool and youth survey

**Plan**

**Implement**

**DYC's Planning Activities**
- Developed goals/objectives and timelines for workgroup in August 2007
- Contacted external agencies to develop trainings and educational materials—NIC, TMG, CODOC, Ohio, AU
- Conducted outreach and research to develop screening tool and youth survey
PREA Implementation

**Assess**

- Sexual Contact Prevention Policy
- Physical Plant Vulnerability Assessments
- SAB/VV Assessment Instrument
- Victims’ Rights Brochure
- Victim Safety/Trauma Plan
- Youth Posters
- Youth Survey
- Sexual Contact Prevention Brochures for the Youth

**Plan**

**Implement**

**DYC's Implementation Activities**
Developed assessment tool to identify risk for sexually aggressive behavior and/or vulnerability to victimization in 2007, revised in April 2012; in English and Spanish.

### DYC Vulnerability Assessment Instrument

**DIVISION OF YOUTH CORRECTIONS**  
**Colorado Department of Human Services**  

**Vulnerability Assessment Instrument: Risk of Victimization and/or Sexually Aggressive Behavior/Violent Behavior**

- **Youth’s Name:**  
- **Trail ID #:**  
- **Sex:**  
- **Race:**  
- **DOB:**  
- **Facility/Program:**  
- **Date of Assessment:**

**Results:**
- [ ] Yes  
- [ ] No

<table>
<thead>
<tr>
<th>Vulnerability Victimization</th>
<th>Sexually Aggressive</th>
<th>Violent Aggressive</th>
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<tr>
<td>[ ] Yes</td>
<td>[ ] No</td>
<td>[ ] Yes</td>
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**Youth Interview**

1. **Age of Youth**
   - 16 TO 20 YEARS  
   - 15 TO 15 YEARS  
   - 14 TO 12 YEARS  
   - 13 TO 12 YEARS  

2. **Experience in Institution**
   - **Ask:** Have you been in a locked juvenile facility?
   - **Score:**  
   - [ ] Yes  
   - [ ] No

   **Score:**  
   - [ ] Score 0  
   - [ ] Score 1  
   - [ ] Score 2  
   - [ ] Score 3

3. **Social Skills**
   - **Lead in with:** How do you feel being in a facility with so many other juvenile justice youths?
   - **Then ask:**
     - Do you feel you get along well with other people?  
     - Do you feel you get along well with others?  
     - Do you feel you can make friends?  
     - Do you feel OK about being in groups of people you don’t know well?

   **Score:**  
   - [ ] Score 0  
   - [ ] Score 1  
   - [ ] Score 2

4. **Perception of Risk**
   - **Ask:** Do you feel at risk from attack or abuse from other youths?
   - **Score:**  
   - [ ] Score 0  
   - [ ] Score 1  
   - [ ] Score 2

   **Score:**  
   - [ ] Score 0  
   - [ ] Score 1  
   - [ ] Score 2

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**If sometimes or often, ask for more details and note youth’s statements below:**

**Does the juveniles’ response match collateral information?**  
- [ ] YES (move to question 4c)  
- [ ] NO (move to question 4d)  

**4a. Provide relevant information below. Indicate score changed**
Created Physical Plant Vulnerability Assessment in November 2007 to assess for physical plant deficiencies and need for remediation.
Youth brochure . . .

- Educates youth on sexual abuse
- Is integrated into admit process for all youth
- Is available in English and Spanish

**Did You Know?...**

- Sexual abuse happens to people of all ages.
- Sexual abuse can happen to males and females.
- Sexual abuse may be motivated by factors such as power, social and interpersonal deficits, and low self-esteem.
- Sexual abuse has nothing to do with sexual orientation.
- Victims and offenders may be either heterosexual or homosexual.
- The fact that a victim of sexual abuse became sexually aroused does not mean they were not raped or that they gave consent. These are normal, involuntary reactions.
- Any sexual contact between staff and youth is against the law.
- It is common for survivors of sexual assault to have feelings of embarrassment, anger, guilt, panic, depression and fear even several months or years after an attack.

**If you sexually abuse a youth you should know...**

The Division of Youth Corrections has a ZERO tolerance for sexual abuse/misconduct.

If you are hurt by another resident or staff, please let a trusted adult know. We will support and ensure your safety.

You will be held responsible if you choose to hurt another resident. If you are charged and adjudicated your sentence could be increased. Also, if you make false allegations you will be held accountable.

*Materials adopted from National Institute of Corrections and State of Ohio.*
Sexual Assault Is An Act Of Violence...

Reporting Sexual Assault or Intimidation Is A Positive Step Towards Empowerment...

Sponsored by the Colorado Department of Human Services Division of Youth Corrections

Break The Silence Of Abuse...

Report Sexual Assault or Intimidation To A Safe Adult...

Sponsored by the Colorado Department of Human Services Division of Youth Corrections
Safety Plan developed in December 2007 to be used when victimization has occurred in our facilities; in English and Spanish

Victim Safety/Trauma Plan

Instructions:

1. If there is reason to believe that sexual abuse/sexual assault has occurred, a victim safety/trauma plan is to be completed in order to assure the physical and psychological safety of the victim.
2. If the allegation is made after hours, the milieu supervisor will contact the Clinical Director, Clinical Service Provider/Mental Health Professional on-call and/or Facility Administrator in order to complete an initial plan that addresses the steps below.
3. Within 24 hours of the alleged assault, the victim safety/trauma plan should be reviewed and updated by a multidisciplinary team comprised of clinical staff and staff from all program areas that will have supervisory responsibility for the alleged victim.
4. Please refer to Policy 9.19; Sexual Contact Prevention Policy to ensure compliance with all areas after an alleged assault has occurred.

Step 1:
Based on the initial interview with youth, identify the components of the victim safety/short-term trauma plan. Please ensure that all these areas are addressed in plan.

- Mental health counseling
- Monitoring for post-traumatic stress symptoms (Not sleeping, Bad dreams, etc.)
- Staff/peer support, Who
- Monitoring for suicidal impulses
- Psychiatric assessment
- Relaxation Skills
- Family contact/other support:
- Possibility of Retaliation
- Evaluation of sleeping location
- Critical & Police Filing Packet
- Preserve Evidence/Crime Scene
- Call Law Enforcement
- Separation from Aggressor
- Medical Review Immediately
- Notify Supervisor
- Ongoing Medical Evaluation(s)
- Notify and Arrange for SANE Program
- Other

Step 2:
Describe the steps to assure that the alleged victim and the aggressor are physically separated. This plan should address the following at a minimum:

- Room assignment and other living arrangements
- Participation in educational/vocational programming, recreation, leisure activities, etc.
- Staff supervision and monitoring procedures
Legal brochure disseminated when charges are filed with local law enforcement; available in English and Spanish

After conviction of a crime against a victim, if requested in writing by that victim, your state or local correctional authorities will notify the victim of:

- The institution where the person is incarcerated or otherwise being held
- The projected release date of the person
- Any release of the person, including furlough, work release, or community corrections in advance of release
- Escape of person
- Any release or discharge from confinement of the person and conditions of that release
- The death of the person while in a correctional facility or program

QUESTIONS???

If you are in custody and have further questions, contact your Unit Manager.

If you do not want to receive information or notifications as a victim of a crime, you may request that no contact is made to you.

If you have questions concerning the prosecution of your case, contact the District Attorney’s Office. Your Clinical Service Provider/MH Professional or Unit Supervisor will be able to provide you with the contact information specific to the county.

If all local efforts to obtain your rights have failed, you may request assistance from the Governor’s Victims’ Coordinating Committee by contacting:

Division of Criminal Justice Office
for Victims’ Programs
700 Kipling St., Suite 1000
Denver, CO 80222
303-299-4477 phone
303-299-4411 fax
Outside metro area 1-888-292-1089

Clients in Colorado’s Division of Youth Corrections

If you are a victim of any one of the crimes listed on the inside panel, your right to be informed and to participate in all critical stages of the criminal justice process related to that crime is guaranteed by the Colorado Constitution. There may be restrictions while you are in custody.

This brochure is designed to help you understand and exercise those rights.

If you have additional questions while you are in custody, contact your Clinical Service Provider/MH Professional or Unit Supervisor.
Pre-service and mandatory training focuses on:

- Culture
- Zero tolerance
- Boundaries
- Code of silence
- Red flags
- Possible warning signs of victims
- Treatment for victims
- Prevention
- Assessment tools
- Safety plans
- Brochures
- Posters
- Physical plant vulnerability assessment
Developed survey in 2009 that incorporated specific victimization and facility-specific questions; in English and Spanish.
**PP-1  ZERO TOLERANCE OF SEXUAL ABUSE**

**Assessment Checklist**

<table>
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<tr>
<th>YES</th>
<th>NO</th>
<th>FISCAL IMPACT</th>
<th>PROBABLE</th>
<th>SYSTEM IMPlication</th>
<th>POLICY IMPlication</th>
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- Does the agency have a written policy mandating zero tolerance toward all forms of sexual abuse?  

- Does the agency ensure that all of its facilities comply with the PREA standards?  

- Does the agency employ or designate a PREA coordinator to develop, implement, and oversee agency efforts to comply with the PREA standards?

**Comments:**
A formal PREA coordinator must be appointed within existing resources or within a new FTE. Estimated cost for a FTE PREA Coordinator - $85K salary/benefits and $10K soft costs/operating. Fiscal consideration must be given to the oversight of the standards for compliance. FTE is needed to comply with State operated as well as contract facilities.

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**PP-2  CONTRACTING WITH FACILITIES FOR THE CONFINEMENT OF RESIDENTS**

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- Does the public agency contract for the confinement of residents only with private companies and other entities, including other government agencies, that agree to adopt and comply with the PREA standards?  

- Do all new contracts and contract renewals include an obligation to adopt and comply with the PREA standards?  

- Do all new contracts and contract renewals specify that the public agency will monitor the entity's compliance with the PREA standards as part of its monitoring of the entity's performance?

**Comments:**
Currently all contracts that designate mental health services indicate that they must follow PREA law. A review of language for all contracts should take place. There is no specificity on how this will be monitored. Consideration must be given to contract facilities who house DYC as a minority population may not find sense in continuing business with the DYC and could limit placement options which possibility could place fiscal impacts on the DYC and/or overcrowding.

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**PP-3  RESIDENT SUPERVISION**

**Assessment Checklist**

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- Does direct care staff provide the supervision of residents necessary to protect them from sexual abuse?  

- Do the facility administrators and supervisors responsible for reviewing critical incidents examine areas in the facility where sexual abuse has occurred to assess the following?
  - Physical barriers that may have enabled the abuse
  - Adequacy of staffing levels during different shifts
  - Monitoring technology needs
Lessons Learned

- Train, train, train.
- Look at overall agency culture and support of the zero tolerance principles of preventing sexual abuse in programs.
- The focus on PREA is one component of a healthy culture.
- Ensure a comprehensive assessment process for youth to mitigate risk.
- Utilize resources provided by the PREA Resource Center and other PREA networks so that you do not have to reinvent the wheel.
We will now take questions from our participants. Please send those to Julie James through Private Chat or via email at jjames@vera.org, and we will ask them on your behalf.
For more information about the National PREA Resource Center, visit www.prearesourcecenter.org

Ask questions at info@prearesourcecenter.org

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