Training and Education

Employee Training

Standard 115.31 lists the training topics for all **employees** who have contact with **inmates**. The standard specifies that the training must be tailored to the gender of the **inmates** at the **employee's facility**, and that **employees** should receive additional training if transferring between **facilities** that house **inmates** of different genders. The standard provides information on when current **employees** who have not received this training should be trained following the release of the PREA standards, and the requirements for in-service training.

The DOJ explains that this standard implicitly includes training on relevant linguistic, ethnic, and cultural differences of **inmates**. Additionally, the DOJ recommends that **agencies**: (1) use the incident review process to make adjustments to training curricula; and (2) that **agencies** work with local rape crisis centers to ensure the training includes the most current information on **sexual abuse**, if possible (pp. 81-83).

Volunteer and Contractor Training

Standard 115.32 requires **agencies** to ensure that all **volunteers** and **contractors** (who have contact with **inmates**) are trained on their responsibilities under the **agency's sexual abuse** and **sexual harassment** prevention, detection, and response policies and procedures. This training is based on the services provided by **volunteers** and **contractors** and on the level of contact they have with **inmates**.

Inmate Education

Standard 115.33 requires **agencies** to educate **inmates** on certain topics during the intake process, and to provide further information to **inmates** within 30 days of intake. The standard also specifies the timeline for **agencies** to educate **inmates** who have not received such education, and requires **agencies** to further educate **inmates** upon transfer to other **facilities**, in the event that policies and procedures change. The standard requires the **agency** to provide this education in formats accessible to all **inmates**, including those with disabilities and those who are limited English proficient, and to document inmate participation in these education sessions. Finally, the standard requires **agencies** to provide key information to **inmates** on a continuous basis through readily available or visible posters, handbooks, or other written formats.

The DOJ encourages in-person education and tailored trainings to the extent that resources allow (p. 85).

Specialized Training: Medical and Mental Health Care

Standard 115.35 requires **agencies** to train all full- and part-time **medical** and **mental health practitioners** who work regularly in its **facilities** on certain topic areas, including detecting signs of **sexual abuse** and **sexual harassment**, preserving physical evidence of **sexual abuse**, responding professionally to victims of **sexual abuse** and **harassment**, and proper reporting of allegations of **sexual abuse** and **sexual harassment**. Additionally, if the **agency** employs any medical **staff** conducting forensic exams, those **staff** members are required to receive appropriate training.

The DOJ states that this standard is meant to direct **agencies** to obtain appropriate and proper training for in-house medical **staff** if they decide to perform forensic examinations on-site, but that this direction is not intended to encourage **agencies** to create in-house forensic programs (p. 88).

Resources

- Wisconsin Department of Corrections – PREA Summary – Adult (English and Spanish) (http://www.wi-doc.com/MISC_pages/PREA.pdf)
- American University, Washington College of Law – Breaking the Code of Silence, Correctional Officers Handbook (nicic.gov/Library/022473)
- American University, Washington College of Law – Curriculum: Addressing Sexual Abuse of Youth in Custody (http://www.wcl.american.edu/endsilence/)
- National Institute of Corrections – *Your Role: Responding to Sexual Abuse* (http://www.nicic.gov)
- Visit the National Institute of Corrections (www.nicic.gov), the American University Washington College of Law's Project on Addressing Prison Rape (www.wcl.american.edu/endsilence/), the Center for Innovative Public Policies (www.cipp.org) and The Moss Group (http://www.mossgroup.us) websites for numerous training curricula on the topic of sexual safety of inmates (including PREA and Staff Sexual Misconduct).