Training and Education

Employee Training

Standard 115.331 lists the training topics for all **employees** who have contact with **residents**. The standard specifies that the training must be tailored to the unique needs and attributes of **residents** of **juvenile facilities** and to the gender of the **residents** at the **employee's facility**, and that **employees** should receive additional training if transferring between **facilities** that house **residents** 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 **residents**. Additionally, the DOJ recommends that **agencies**: (1) use the incident review process to make adjustments to training curricula; and (2) 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 115.332 requires **agencies** to ensure that all **volunteers** and **contractors** (who have contact with **residents**) 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 **residents**.

Resident Education

Standard 115.333 requires **agencies** to educate **residents** on certain topics during the intake process, and to provide further information to **residents** within 10 days of intake. The standard also specifies the timeline for **agencies** to educate **residents** who have not received such education, and requires **agencies** to educate **residents** further 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 **residents**, including those with disabilities and those who are limited English proficient, and to document **resident** participation in these education sessions. Finally, the standard requires **agencies** to provide key information to **residents** 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 115.335 requires **agencies** to train all full- and part-time **medical** and **mental health care 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 **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

- Arizona Department of Juvenile Corrections—Resident Brochure. (English: http://www.azdjc.gov/FactsNews/PREA/PREA%20brochure-orig-1212.pdf; Spanish: http://www.azdjc.gov/FactsNews/PREA/PREA%20brochure-orig-1212Spanishfinal.pdf)
- Texas Juvenile Justice Department—Resident Brochure. *If Abuse Happens to You . . . End the Silence.* (http://www.tjjd.texas.gov/publications/forms/2008/TJPCANE0108%20Male%20English.pdf)
- Louisiana Office of Juvenile Justice—Youth Safety Guide. (http://ojj.la.gov/ojj/files/PreaMay_2011.pdf)
- Oregon Youth Authority—Youth Safety Guide. (http://www.oregon.gov/OYA/prea/docs/YA9530YouthSafetyGuide.pdf)
- Arizona Department of Juvenile Corrections—Staff Training Presentation. (http://www.azdjc.gov/FactsNews/PREA/PREA-Staff-Training.pdf)
- Arizona Department of Juvenile Corrections—Youth Orientation. (http://www.azdjc.gov/FactsNews/PREA/PREAYouth2008R.pdf)
- Louisiana Office of Juvenile Justice—Resident Orientation. (http://ojj.la.gov/ojj/files/PREA%20ORIENTATION.pdf)
- Arizona Department of Corrections – Sexual Assault Prevention Card for Staff. (https://www.onlinefilefolder.com/2sdR9DWmaB4ad9)
- Oregon Youth Authority—PREA Training PowerPoint. (http://www.oregon.gov/OYA/prea/docs/PREAPowerPoint.pdf)
- American University, Washington College of Law. *Breaking the Code of Silence: Correctional Officers' Handbook on Identifying and Addressing Sexual Misconduct*. (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://nicic.gov/Training/PREA)
- Visit the National Institute of Corrections (www.nicic.org), 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 residents (including PREA and Staff Sexual Misconduct).