

APPENDIX A

LIST OF REQUIRED STAFF TRAINING

Detention facility staff, contractors, and volunteers shall receive sufficient initial and recurrent training to be competent in their job duties.

The following list includes general training in these standards where ICE has a specific requirement related to content, duration, or frequency.

Note: See the respective standards for additional, specific requirements for trainings.

2.7 Searches of Detainees

1. All staff who conduct searches of housing, work areas or of a detainee's body shall receive initial training regarding search procedures prior to entering on duty, and shall receive annual training in authorized and effective techniques thereafter. (See Standard 2.7 "Searches of Detainees," B. Staff Training)
2. Security staff shall be trained in proper procedures for conducting pat searches, including opposite gender pat searches and searches of transgender and intersex detainees. (See Standard 2.7 "Searches of Detainees," C. Body Searches of Detainees)

2.8 Use of Force and Restraints

1. All detention personnel shall be trained in approved methods of self-defense, crisis intervention and conflict de-escalation techniques, recognizing signs and symptoms of mental illness, reporting requirements, and the use of force to control detainees. Staff will be made aware of prohibited use-of-force acts and techniques.
2. Training in the use of chemical agents shall include treatment of individuals exposed to them. Training should also cover use of force in special situations. (See Standard 2.8 "Use of Force," N. Training)

2.9 Special Management Units

Security staff assigned to SMU shall receive specialized training in relevant topics, such as:

- a. Identifying signs of mental health decompensation;
- b. Techniques for appropriate interactions with mentally ill detainees;
- c. The impact of isolation; and
- d. De-escalation techniques.

(See Standard 2.9 "Special Management Units," L. Specialized Training)

2.11 Sexual Abuse and Assault Prevention and Intervention

1. Training on the facility's Sexual Abuse or Assault Prevention and Intervention Program shall be included in training for all employees, and shall also be included in biannual refresher training thereafter. Specific additional requirements are listed in the standards.
2. All volunteers and contractors who have contact with detainees must be trained on their responsibilities under the facility's sexual abuse prevention, detection, intervention and response policies and procedures. The level and type of training for volunteers and contractors will be based on the services they provide and their level of contact with detainees; however, all volunteers and contractors who have any contact with detainees must be notified of the facility's zero-tolerance policy and informed how to report such incidents.
3. Facility investigators must receive training on sexual abuse and effective cross-agency coordination.
4. Facility medical staff shall be trained in procedures for examining and treating victims of sexual abuse, in facilities where medical staff may be assigned these activities. (See Standard 2.11 "Sexual Abuse and Assault Prevention and Intervention," E. Staff Training)

4.2 Hunger Strikes

All staff shall be trained initially and annually thereafter to recognize the signs of a hunger strike, and to implement the procedures for referral for medical assessment and for management of a detainee on a hunger strike. (See Standard 4.2 "Hunger Strikes," A. Staff Training)

4.3 Medical Care

1. Registered Nurses who perform health assessments must have documented initial and annual training provided by a physician. (See Standard 4.3 "Medical Care," E. Comprehensive Health Assessment)
2. Registered Nurses who perform initial dental screenings must be trained how to conduct the exam by a dentist annually. (See Standard 4.3 "Medical Care," H. Dental Treatment)
3. Detention staff will be trained to respond to health-related emergencies within a 4-minute response time, and will include:
 - a. The recognition of signs of potential health emergencies and the required response;
 - b. The administration of first aid and cardiopulmonary resuscitation (CPR);
 - c. The recognition of signs and symptoms of mental illness (including suicide risk), and chemical dependency; and
 - d. The facility's established plan and procedures for providing emergency medical care including, when required, the safe and secure transfer of detainees for appropriate hospital or other medical services.

(See Standard 4.3 “Medical Care,” K. First Aid and Medical Emergencies)

4.5 Significant Self-Harm and Suicide Prevention and Intervention

1. All facility staff members who interact with and/or are responsible for detainees shall receive comprehensive suicide prevention training during orientation and refresher training at least annually thereafter. Subjects are listed in the standards. (See Standard 4.5 “Significant Self-Harm and Suicide Prevention and Intervention,” B. Training)
2. If an officer evaluates a detainee for suicide potential and history of suicide risk as part of his or her initial health screening, that officer must have received special training to do so. (See Standard 4.5 “Significant Self-Harm and Suicide Prevention and Intervention,” C. Identification)

6.1 Detainee Handbook

The facility will provide a copy of the handbook to every staff member who has contact with detainees. These staff members will also receive training focused on its contents. (See Standard 6.1 “Detainee Handbook,” II. Standards and Procedures)