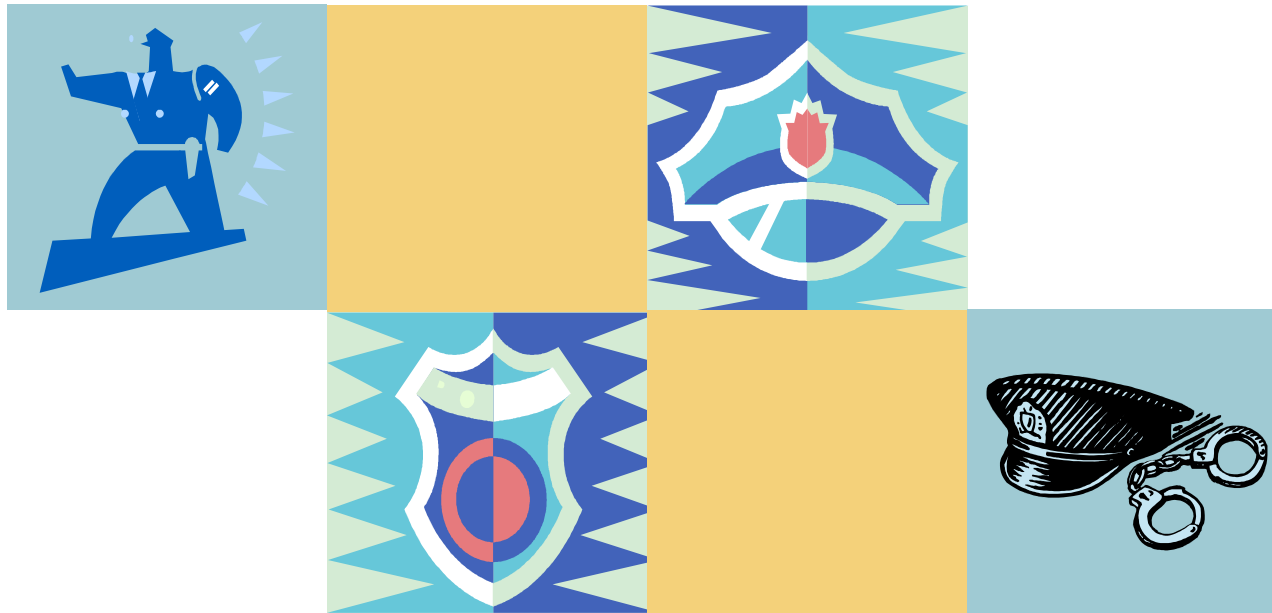


# Policy, Procedures, & Facility Guidelines & Maintaining Professional Boundaries w/Inmates



Charlotte J Williams, PREA Director,  
NCDPS

# OBJECTIVES

- Explain general information about prisons, classification and assignment.
- Recognize inmate attempts to engage staffing con games and counteract them.
- Explain and discuss the North Carolina Statute, which makes sexual contact with inmates a felony, the policy of Zero tolerance, and examples of the behavior that constitutes undue familiarity.



# General Knowledge About Prisons

- NC Houses approx. 38,000 inmates in 61 state facilities;
- Receives Felons/ misdemeanants sentence by the courts to serve active incarceration;
- Process at 1 of 9 facilities to determined appropriate custody classification and prison;



# CLASSIFICATION & ASSIGNMENT

- Sentence Types
  - Misdemeanant
  - Felon
- Custody Types
  - Close
  - Medium
  - Minimum



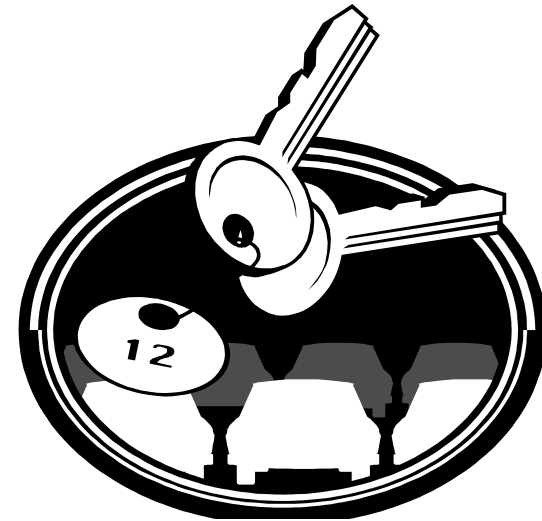
# CLASSIFICATION & ASSIGNMENT

- Major Factors
  - Risk
    - Potential for Escape
    - Seriousness of Crime
  - Appropriateness
    - Obeying rules and regulations



# SECURITY PRACTICES

- Identify Inmates
- Remain Observant
- Emergency Responses- Ensuring Your Safety
- Vehicle Keys and Personal Belongings
- Eligibility- Who can come into the facility?
- Training- Facility



# GENERAL THINGS YOU SHOULD KNOW

- Smoking/Cell Phones
- Procedures at all Facilities
  - Identification
  - Authorized and Unauthorized items
  - Standard of Dress
  - Search Notification
    - Property
    - Of Person
    - Authority to Detain



# INMATE BEHAVIOR

- Disorderly Conduct
- Misuse of Prison Supplies
- Agitating
- Security Threat Group
- Sexual Misconduct
- State and Federal Laws





# INMATE BEHAVIOR

- Attitude Toward Officials
- Obedience To Orders
- Work
- Contraband
- Bartering And Trading
- Bribes
- Gambling



# INMATE DISCIPLINARY OFFENSES

- All disciplinary offenses are divided into 4 classes A through D.
- Class A offenses are the most serious and Class D are the least serious



# CON GAMES: MOTIVATION

- Demonstrate power by beating the system
- Trying to make a name or reputation
- Want to make their time easy
- Recruiting staff to be drug supplier



# CON GAMES: HOW IT WORKS

- Befriending a staff member
- Flattery/Building up an employee's ego
- Feigning sickness or mental illness
- Crying or playing on emotions
- Offer of protection
- Embarrass staff member
- Pushing the employee until the employee loses temper



# CON GAMES: HOW IT WORKS

- Play one staff member against another to create dissention
- Ask for small favor and then blackmail employee
- Get staff to discuss personal life, other staff, or inmates
- Act as informants and expect favors in return



# CON GAMES: PREVENTION

- Professionalism
- Communication monitoring
- Procedural knowledge
- Confident command
- Chain of Command
- Documentation
- Protect yourself



# NC GENERAL STATUTE 14-27.7

- Intercourse consent is no defense:
  - Class E felony
  - The penalty for a class E felony shall be a fine at the discretion of the court and imprisonment for a term, between 15 and 63 months depending on the amount and kind of prior offenses
  - Staff can be found personally liable
  - Staff may also be prosecuted under misdemeanor statute



# PRISON RAPE ELIMINATION ACT

- Establish a zero-tolerance standard for the incidence of prison rape in prisons in the United States.
- Make the prevention of prison rape a top priority in each prison system.
- Develop and implement national standards for the detection, prevention, reduction, and punishment of prison rape.





# SEXUAL ABUSE ELIMINATION POLICY

- The North Carolina Division of Adult Correction is committed to a standard of zero-tolerance of sexual abuse toward inmates, either by staff or by inmates.
- Provides guidelines for:
  - Prevention
  - Detection
  - Response
  - Investigation
  - Prosecution
  - Tracking of inmate on inmate and staff on inmate sexual abuse.



# DUTY TO REPORT

- Employees have a duty to report through the chain of command any findings of sexual relationships between inmates as well as staff having sexual relationships with inmates.



# Summary

- Questions?

