



Steps to Providing Services Behind Bars Webinar

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Agenda

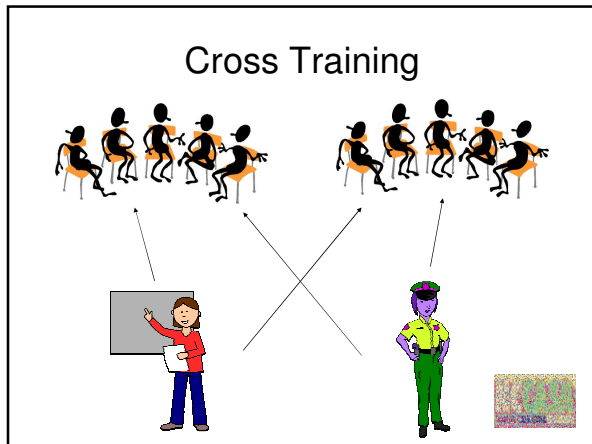
- Cross training for:
 - Corrections staff
 - Rape crisis center staff & volunteers
- JDI's *Hope Behind Bars* advocate guide
- Providing services
 - Hospital accompaniment
 - Hotline services
 - Written correspondence
 - In-person services



Reference Organizations

- NCCASA
- Just Detention International (JDI)
- Council for Women





PREA-Required Training for Corrections Staff

- Employee training (115.31, 115.131, 115.231, 115.331)
 - Zero-tolerance policy
 - Dynamics of sexual abuse in confinement
 - Common reactions of sexual abuse victims
 - Detect & respond to signs of sexual abuse
 - Communicate effectively with LGBTQ+ inmates

NCDPS Staff Training

 State of North Carolina Department of Public Safety Prisoners	Chapter 2 1100 Bureau Internal Affairs and General Management Policy 02/25/17 Issue Date: 01/01/14 Repealed:	
POLICY & PROCEDURES		

- Sexual Abuse & Harassment 101
- Annual refresher

1401 AUTHORITY
This policy is issued by the Director of Prisons given the authority to manage and direct the total operations of the Prison Service and to establish such rules and regulations as the Director prescribes.

1402 PURPOSE
The purpose of this policy is to provide guidelines for the prevention, detection, response, investigation, prosecution and tracking of inmate-on-inmate and staff-on-inmate sexual abuse and sexual harassment.

1403 APPLICABILITY
This policy applies to all inmates, and to all persons employed by Prisons, volunteers, agents of the Department, and contractors assigned to a facility and/or providing services to inmates.

1404 DEFINITIONS

01. **ABUSER**: The inmate or staff member who commits an act of sexual abuse and/or sexual harassment.
02. **CONTRACTOR**: Means a person who provides services on a recurring basis pursuant to a contract agreement with the agency.
03. **INDIRECT STAFF SUPERVISION**: Means that security staff act as the case rovers with, and retain reasonable bearing distance of the inmate in custody.
04. **EMERGENCY CIRCUMSTANCES**: Means any set of temporary and unforeseen circumstances that require immediate action in order to respond to a threat to the security or institutional order of a facility.
05. **FIRST RESPONDER**: The first staff member to respond to a report of alleged sexual abuse or sexual harassment.
06. **INMATE**: Means any person incarcerated or detained as a prisoner or jail.
07. **INVESTIGATOR**: A staff member who has been assigned or designated to administratively investigate a report of alleged inmate-on-inmate abuse and/or sexual harassment.

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Training RCCs Can Provide

PREA-required topics:

- Dynamics of sexual abuse & common reactions
- LGBTQ+ community

Other relevant topics:

- What is a RCC
- Role of an advocate
- Processes for working with survivors
- Empathy & sensitivity with survivors



PREA-Required Training for RCC Advocates

- Any volunteers with inmate contact
 - Based on services provided and level of contact
- Zero-tolerance policy
- Responsibilities under sexual abuse prevention, detection, and response policies and procedures
- Reporting protocol



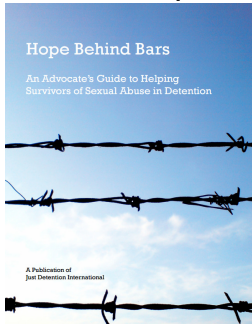
NCDPS Volunteer Training

- Orientation incl Sexual Abuse & Harassment 101
- Annual PREA Acknowledgement Form

Other facility-specific trainings



JDI's Helpful Advocate Tool



- *Hope Behind Bars: An Advocate's Guide to Helping Survivors of Sexual Abuse in Detention*
- Justdetention.org



JDI's *Hope Behind Bars*

- Who's Most at Risk
- Dynamics of Sexual Abuse in Custody
- Impact of Sexual Abuse Behind Bars
- Reporting Sexual Abuse in Detention and Helping Survivors
- Importance of Advocates
- Survivor Accounts

(Just Detention International)



Barriers to Providing Services

- Funding
- Safety of Advocates
- Cultural Gap
- Survivor Confidentiality
- Sustaining Partnerships

(Just Detention International)



Guiding Principles

1. Be open-minded
2. Be patient, consistent, and persistent
3. Remind survivors that they are not alone
4. Trust your expertise
5. Decide in advance how to handle challenging requests

(Just Detention International)



PREA Standard: Hospital Accompaniment

- **Evidence protocol and forensic examination** (115.21, 115.121, 115.321)
- Attempt to make available to the victim a victim advocate from a RCC
- Allow advocate to:
 - Accompany and support the victim through the **forensic medical examination** process and **investigatory interviews**
 - Provide emotional support, crisis intervention, information, and referrals



NC Requirements: Hospital Accompaniment

- Council for Women required services
 - Right to have none, part, or entire exam completed
 - Remain with client throughout entire exam process if requested by the client
 - Create service agreement with local hospital



Hope Behind Bars Suggestions: Hospital Accompaniment

- Inform survivor of their rights:
 - Same level care as in the community
 - An advocate for exam and investigation
- Help maintain privacy and comfort
- Prepare survivor to return to facility

(Just Detention International)



Scenario: Hospital Accompaniment

Privacy in the hospital




PREA Standard: Hotline Services

- **Access to outside confidential support services (115.53, 115.253, 115.353)**
 - Access to outside victim advocates via mailing address and phone number
 - Inform inmates of communications monitoring and mandatory reporting laws
 - Attempt to enter into MOU with RCC



**NC Requirements:
Hotline Services**


- Council for Women required services
 - Maintain confidential 24/7 crisis hotline
 - Minimum of 20 hrs training
 - Provide supportive services, incl:
 - Safety strategies
 - Plan of action
 - Identification of options



Hope Behind Bars Suggestions:
Hotline Services


- Train advocates on working with incarcerated survivors
- Be clear about confidentiality
- Develop a protocol for off-topic/prank calls
- Work with a corrections point person

(Just Detention International)

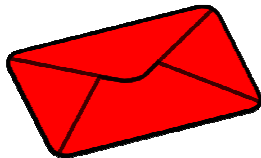


**Scenario:
Hotline Services**

Collect calls



PREA Standards: Written Correspondence



- **Access to outside confidential support services (115.53, 115.253, 115.353)**
 - Access to outside victim advocates via mailing address and phone number
 - Inform inmates of communications monitoring and mandatory reporting laws
 - Ensure communication is as confidential as possible



NC Requirements: Written Correspondence

- **Council for Women required services:**
 - Provide supportive services, incl:
 - Safety strategies
 - Plan of action
 - Identification of options
 - Nothing specifically about letter writing
 - Print information (brochures, posters) outlining available program services and other community resources



Hope Behind Bars Suggestions: Written Correspondence

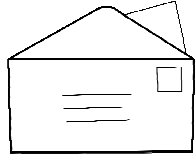
- Handle letters as you would a hotline call
- Send letters via confidential legal mail
- Be mindful of exceptions to confidentiality
- Use simple, clear language and a respectful tone
- Provide resources, support, information, and referrals

(Just Detention International)



Scenario:
Written Correspondence

Standard Letter



PREA Standard:
In-Person Services

- **Emergency medical services (115.82, 115.182, 115.282, 115.382) and on-going medical & mental health care for victims (115.83, 115.283, 115.383)**
 - Access to crisis intervention services
 - Access to ongoing mental health care
 - Inmates shall receive:
 - Follow-up services
 - Treatment plan
 - Referrals for continued care



NC Requirements:
In-Person Services

- **Council for Women required services:**
 - Crisis intervention & support groups
 - Counseling: licensed professional or referral



Hope Behind Bars Suggestions:
In-Person Services

- Follow agency and facility rules and regulations
- Learn the layout of the facility
- Check in with a designated corrections staff person
- Adapt interventions to fit the corrections environment
- Use discretion to ensure survivor confidentiality and privacy

(Just Detention International)



Hope Behind Bars Suggestions:
In-Person Services

- Advocate for survivors' well-being and develop a safety plan
- Be prepared to overcome disruptions in services
- Have a plan to address suicidal/self-harm ideation or attempts
- Make plans for follow-up care in the community

(Just Detention International)



How NCCASA Can Help

- Technical Assistance
- Standard Letter
- Memorandum of Understanding (MOU)
- Webinars/Trainings
- Best Practices/Resources



How You Can Help

- Join PAAB
- Connect with local correctional facility
- Review draft statewide MOU
- Educate yourself on PREA resources





Questions?



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Coming Up...

- Fall PREA Webinar Series
 - *Steps to Providing Services Behind Bars*
 - REPEATED Wed, November 18, 2 - 3:30pm
 - *Confidentiality and Mandatory Reporting in Corrections Settings*
 - Tues, December 8, 2 - 3:30pm *OR*
 - Thurs, December 17, 10 - 11:30am
 - Register at www.nccasa.org/training/nccasa-trainings

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