

## RED FLAGS

- Horseplay, overly familiar interaction between employees and offender
- Unusual caseload activity (transfers to or from caseload, early terminations, unlikely violations of conditions, etc.)
- Ignoring violations or being blind to a particular offender's actions
- Unusual amount of office visits by an offender
- Unusual amount of field visits to a particular offender
- Employee's isolation from other employees
- Over-identifying with an offender
- Employees in personal crisis (financial, divorce, ill health, death in the family, etc.)
- Granting special favors or requests for an offender
- An employee consistently working more overtime than anyone else
- Employees who are overly concerned about a particular offender
- Employees who cannot account for their time
- Employee who always volunteers for extra work or overtime
- Employees intervening or helping with an offender's personal life, legal affairs, etc.
- Conversations between an employee and offender, or employees and employees, that are sexualized in nature or refer to physical attributes or appearance
- Employees discussing personal information with an offender
- Drastic behavior change on the part of an offender or employee
- Rumors about particular offenders and employees
- Frequent absences or illness of particular employees
- Employees accessing files, computer data banks, logbooks, etc. when not related to their own cases, or an extensive amount of this kind of activity
- Frequent problems with particular employees concerning off-duty activities
- Employees having more than the necessary knowledge of an offender's personal life
- Employees being involved with an offender's family