

Training

Addressing Staff Sexual Misconduct with
Youthful in Custody



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Kentucky Department of Juvenile Justice
Lexington, KY

Objectives

- ◆ Understand what good training programs include
- ◆ Identify who should be trained
- ◆ Identify essential training techniques
- ◆ Identify and understand important components of training staff about sexual misconduct with youth
- ◆ Discuss the impact successful training can have on the agency

Training Should

◆ Identify Issue

◆ Impart information

◆ Provide or enhance skills



Effective Training Includes

- ◆ Why the training is being done
- ◆ Definition and overview of issue
- ◆ Review of your agency policy on the issue
- ◆ Local context
- ◆ Include “culture” issues
- ◆ Implications for human resources
- ◆ Consequences of retaliation

Effective Training Inclusions Cont'd

- ✦ Review of state laws
 - State statute of sexual abuse of individuals in custody
 - Statutory rape laws
 - Mandatory reporting
 - Sex offender registry
 - licensing
- ✦ Explain and demystify the investigative process
- ✦ Review of medical protocols
- ✦ Employee Assistance Program
- ✦ Red Flags
- ✦ Youth Profile
- ✦ Reporting Requirements
- ✦ Role of staff during investigations

Why Effective Training is Important

✦ Prevention

- Public backlash
- Employee backlash
- Litigation

✦ Protection

- Employees
- Youth
- Agency
- Community



Training Logistics to Consider

- ◆ How long will it be
- ◆ How often will you hold it
- ◆ Where will it be held
- ◆ When will it be held
- ◆ How often
- ◆ Who conducts the training

Who should have training?

- ◆ Agency Staff:

- Administrators, supervisors, line staff, custody and program staff, and medical and mental health professionals

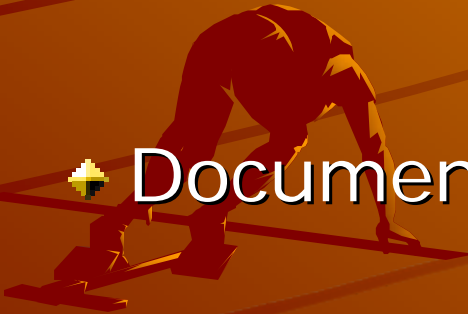
- ◆ Volunteers

- ◆ Clergy

- ◆ Contractors

After training you should:

- ✦ Be able to measure knowledge gained
- ✦ Evaluate the program
- ✦ Document progress
- ✦ Revise training based on evaluations



Training: Best Practices

- ✦ Train everyone:
 - Agency Staff
 - Clergy
 - Volunteers
 - Contractors
 - Personnel from other agencies
- ✦ Training needs to be specific to the issue
- ✦ Explain to personnel at all levels why this should matter to them



Best Practices Cont'd

- ✦ Train supervisors about their responsibilities
- ✦ Reinforce training through:
 - Employee bulletins
 - E-mailed reminders
 - Leadership role-modeling behavior
 - Youth conditions of supervision
 - Staff and youth handbooks
 - Debriefing after incidents

Best Practices Cont'd

- ✦ Make training interactive
- ✦ Include skill development
 - Scenario based training
 - Role plays



Training for Youth should include:

- ✦ Discuss implications of sexual misconduct
- ✦ Define what misconduct means for them or their family
- ✦ Identify medical and mental health protocols and referrals
- ✦ Review the consequences of false allegations
- ✦ Explain the process of an investigation

KY DJJ Training on Staff Sexual Misconduct Includes:



Impact of good training programs

- ◆ Changes culture

- ◆ Creates staff buy-in

- ◆ Increases likelihood for prosecution

- ◆ Acts as a deterrent

