

# *Addressing Sexual Abuse of Youth in Custody*



## Module 10 **Training**

Developed for  
NIC/WCL Project on Addressing Prison Rape  
by  
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# Objectives

- ❑ Identify the need for training about both staff sexual Abuse and youth on youth sexual abuse
- ❑ Understand the impact of training on both staff and youth.
- ❑ Identify if your agency is ready to train before implementing a program.



# Objectives

- ❑ Identify the necessary content of both staff and youth training curricula.
- ❑ Identify tools for effective training.



# Impact of Training for Staff and Youth

- Create a cultural and attitudinal shift for staff and youth.
- Reduce the incidence of youth sexual assault.
- Increase likelihood for rehabilitation
- Increase safety for staff and youth.



# Impact of Training

- Create consistency of policy.
- Change public perceptions of youth and detention
- Impact community safety



## Are You Ready to Train?

- **DO NOT** implement a training program without buy-in from all levels of staff.
- **DO NOT** begin training until the institution's sexual assault policy is finalized.
- **DO NOT** train youth until staff have received orientation.



# Food for Thought BEFORE Training

- Are you ready to handle the increase in disclosures and investigations?
- Are medical and mental health services in place?
- Do you have buy-in from prosecutors?
- Do you have a sustainability plan?



# More Food for Thought

- How will you train non-English speaking youth and/or staff?
- Are you ready to handle disclosures of past childhood sexual abuse?
- How will you document who has received the training?
- Who will make decisions and implement training?



# Training: Essential Questions

- Who will be trained?
- Who will do the training?
- Where will you train?
- What do you want your trainees to know?



## What All Training Should Include: Youth on Youth Sexual Abuse

- PREA - What youth will be or have been told about PREA
- Define sexual assault and types of sexual abuse
- Understand the dynamics and how it is used to gain power and control.



## What All Training Should Include: Youth on Youth Sexual Abuse

- Signs and symptoms of sexual assault.
- Barriers to disclosure
  - risks of retaliation, why youth will be reluctant to come forward
- Important phone numbers and clear procedures for reporting abuse.



## What All Training Should Include: Youth on Youth Sexual Abuse

- Who vulnerable youth are and their susceptibility to abuse.
- Institutional policy on sexual assault and what role they play in it.
- **NEED** to know v. **NICE** to know.



# What All Training Should Include: Staff Sexual Abuse

- Why the training is being done
- Define and overview of issue
- Reporting Requirements
- Review of agency policy on Abuse
- Review criminal and civil liabilities
- Local context
- Include “culture” issues
- Implications for human resources
- Consequences of retaliation



# What All Training Should Include: Staff Sexual Abuse

- Review state laws
- Explain and demystify the investigative process
- Role of staff during investigations
- Review of medical protocols/medical issues
- Employee Assistance Program
- Red Flags
- Offender Profiles
- Implications for human resources



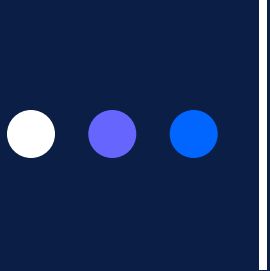
# Training Audience: Staff:

- Administration
- Line and Support Staff
- Health Care Staff and Clergy
- Educational Staff
- Volunteers
- Contractors
- Investigators
- Discharge planners, probation & parole



# Staff Training: Points to Stress

- ALL allegations are taken seriously.
- All allegations are investigated.
- Staff have no discretion on what to report- they are mandated reporters and will be held liable if they fail to make the report.
- Staff will interact respectfully with youth who disclose abuse.



# When and where will you train staff?

- Staff need to be given the time from daily tasks to attend training.
- Offered during all staff shifts.
- Timing needs to be adequate to cover all topics!
- Away from all distractions- ideally in a classroom setting.



# Training Audience: Youth

## ○ ALL YOUTH

- Males/Females
- INS Detainees
- Special Populations
- Security Risks
- Segregated Youth
- Protective Custody Youth



## Youth:

# What you want them to know

- How to prevent sexual violence.
- How to report sexual violence.
- How to get services for victimization.
- What PREA is.
- How sexual violence is used to gain power and control.

# Youth:

## What you want them to know

- Institutional policy and definitions
  - sexual assault, harassment, “consensual” sex, investigations, confidentiality, health care, safety
- What sanctions for sexual violence
- What to be aware of
  - “undue familiarity”

# Youth:

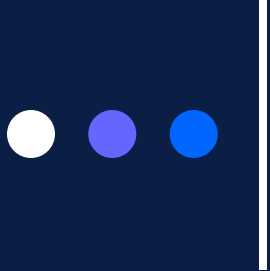
## What you want them to know

- How to report
  - Victim or witness
- What resources will be available to victims.
- Demystify the investigative process
- How to preserve evidence.
- Consequences for false reporting



## Special Concerns: Training Youth

- What safety precautions are needed?
- How will youth in solitary or protective custody be trained?
- Who will be the primary on-site contact in each facility to help implement the training?
- Do staff need to be present during training?



# When and where will you train youth?

- In a setting without distraction
- Small groups
- When adequate security staff is available
- In a place where all youth can be moved



# Possible Trainers

- Agency training academy
- Outside crisis service centers
- Community partners



# Training Adult Audiences

Learning experience for adults should be:

- Goal oriented
- Relevancy oriented
- Practicality
- Respect



# Training Adult Audiences

4 critical elements for adult learning

- Motivation
- Reinforcement
- Retention
- Transference



# Tools for Staff Training

- Live presentation.
- Video and written materials.
- Interactive activity /Role play scenarios
- Signs to highlight important points and reporting phone numbers.



# Training Young Audiences

- Have the right frame of mind
- Ignore their masks
- Make it come alive
- Get them to participate



# Training Young Audiences

- Remember, you're on stage
- Simplicity is key
- Don't talk down to them
- Don't try to be one of them



# Tools for Youth Training

- Video with discussion
- Interactive activities
- Written materials (e.g., brochures)
- Signs with reporting phone numbers and reporting information.
- Discussion and questions



# Summary

- All information should allow the staff to do their jobs better, more safely, and with clear purpose.
- Proper training should align exactly with institutional policy, and leave little room for staff discretion.
- All training should outline how to **PREVENT**, **DETECT** and **RESPOND** to sexual assault.