



*Responding to Inmate on  
Inmate Sexual Violence*

**Training**

NIC/WCL Project on Addressing Prison Rape  
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# Objectives

- Understand the impact of training on both staff and inmates.
- Identify if your agency is ready to train before implementing a program.
- Identify the necessary content of both staff and inmate training curricula.
- Identify tools for effective training.



# Impact of Training

## Why Bother to Train?

- Create a cultural and attitudinal shift.
- Reduce the incidence of prison sexual assault.
- Increase safety for staff and inmates.



# Impact of Training

## Why Bother to Train?

- Create consistency of policy.
- Change public perceptions of prison.
- 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 inmates until front-line 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 inmates and/or staff?
- Are you ready to handle disclosures of 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?



# Who to Train: Staff

- Administration
- Support and line staff
- Medical/mental health staff
- Clergy
- Discharge planners
- Probation & Parole
- Educational staff (GED instructors, etc.)
- Investigators
- Contractors
- Volunteers



# Who to Train: Inmates

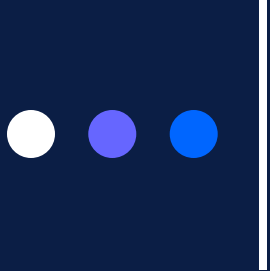
## ○ ALL INMATES

- Men
- Women
- INS Detainees
- Special Populations
- Security Risks
- Segregated Inmates
- Protective Custody Inmates



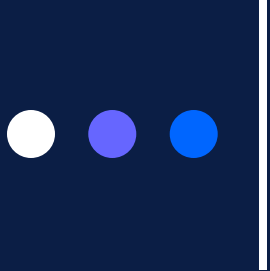
# Who will do the training?

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



# 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.



# When and where will you train inmates?

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



## Special Concerns: Training Inmates

- What safety precautions are needed?
- How will inmates 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?



# What do you want staff to know? Administration

- Legal liability
- Policies needed
- Inmate culture
- Agency culture
- Services needed



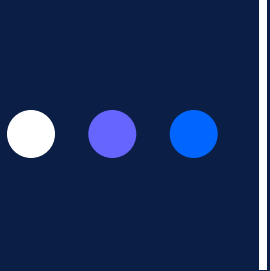
# What do you want staff to know? Line and Support Staff

- Culture
- Victim services
- Policies and procedures
- Reporting requirements
- Reporting- chain of command
- First responders



# What do you want staff to know? Investigators

- Investigative procedures and importance.
- Responsibilities of first responders.
- Preservation of evidence.
- Protocol for forensic evidence collection.
- Appropriate interviewing techniques
  - victims, witnesses and suspects.
- Available resources.



# What do you want staff to know? Health Care and Clergy

- Policies and procedures
- Evidence collection
- Reporting structure and requirements
- Confidentiality
- Treating life-threatening emergencies
- Victim Services



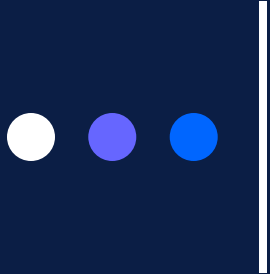
# What do you want staff to know? Educators and Volunteers

- Reporting requirements and structure
- Safety precautions
- Victim services
- Policies and Procedures



# What do you want staff to know? Contractors

- Legal Liability
- Reporting structures and requirements
- Policies and Procedures



# What do you want staff to know? Discharge, Probation, Parole

- How to report incidence
- Reporting requirements
- Who to report to
- Policies and procedures
- Data collection
- Communicable diseases
- Community services for victims



Staff:

## What All Training Should Include

- PREA
- **NEED** to know v. **NICE** to know.
- Define sexual assault and how it is used to gain power and control.
- Understand the dynamics and types of sexual abuse in a correctional setting.



## Staff:

# What All Training Should Include

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



## Staff:

# What All Training Should Include

- Who vulnerable inmates are and their susceptibility to abuse.
- What inmates will be or have been told about **PREA**
- Institutional policy on sexual assault and what role they play in it.



# 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 inmates who disclose abuse.



## Inmates:

# What training should include

- 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.

## Inmates:

# What training should include

- 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”

# Inmates:

## What training should include

- 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



# Tools for Staff Training

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



# Tools for Inmate Training

- Video with discussion
- 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.