

# Correctional Officers' Handbook on Identifying and Addressing Sexual Misconduct Test

NIC/WCL Project on Addressing Prison Rape

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Name \_\_\_\_\_  
Title \_\_\_\_\_  
Jurisdiction \_\_\_\_\_  
Date \_\_\_\_\_

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This test has been designed to assess your knowledge of identifying and addressing staff sexual misconduct with offenders. Please read each question carefully and select the answer you feel is most correct.

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1. **Staff sexual misconduct with offenders undermines the mission of corrections by:**
  - a) Jeopardizing staff safety
  - b) Creating health risks
  - c) Improving facility relations
  - d) Both A and B
  
2. **[T/F] The imbalance of power in correctional institutions is a pivotal factor in enabling sexual misconduct.**
  - a) True
  - b) False
  
3. **Staff sexual misconduct with offenders is generally defined as:**
  - a) Any behavior or act of a sexual nature by a correctional employee
  - b) Any behavior or act of a sexual nature by a volunteer
  - c) Any behavior or act of a sexual nature by a contractor
  - d) All of the above
  
4. **[T/F] Staff sexual misconduct with offenders does not occur in juvenile facilities.**
  - a) True
  - b) False
  
5. **[T/F] Staff sexual misconduct with offenders can include non-physical behaviors.**
  - a) True
  - b) False

6. **Correctional agency culture is defined as:**
- a) The values held in principle, such as an organization's mission statement, policies and procedures, formal incentives and sanctions.
  - b) The interrelationship between communication, gender and abuse histories in correctional settings.
  - c) The willingness of staff and/or offenders to talk openly about other staff or incidences of an illegal, unethical or questionable nature.
  - d) Both b and c
7. **[T/F] The "Code of Silence" serves as a positive force to enhance and improve agency culture.**
- a) True
  - b) False
8. **Men and women differ in their behavior and communication styles. Select the characteristic that is attributed to men.**
- a) Share thoughts and feelings
  - b) Are less verbal
  - c) Are more inclined to ask for help
  - d) All of the above
9. **Men and women differ in their behavior and communication styles. Select the characteristic that is attributed to women.**
- a) Guard information
  - b) Are less verbal
  - c) Are willing to expose vulnerabilities
  - d) All of the above
10. **[T/F] The interrelationship between communication, gender and abuse histories in correctional settings is important because it affects how offenders interact with you and how they do their time.**
- a) True
  - b) False
11. **Sexual victimization can affect offenders (male and female) in the following ways:**
- a) Impaired vision, altered development, poor boundaries, substance abuse, suicidal tendencies,
  - b) Questioning what is normal, "use or be used" philosophy, low self esteem, feelings of guilt
  - c) Susceptibility to further victimization, mental illness, feelings of powerlessness, feelings of fear
  - d) All of the above

12. **Correctional administrators can \_\_\_\_\_ to prevent sexual misconduct with offenders.**
- a) Adequately train supervisors and staff
  - b) Minimize staff turnover
  - c) Offer safe avenues for staff who seek help
  - d) All of the above
13. **The first few hours after an allegation of sexual misconduct are critical to an investigation. In these critical hours investigators should:**
- a) Secure the crime scene, collect and preserve physical evidence, gather witness statements, assure medical and mental health interventions are made available
  - b) Search staff and offender property, collect and preserve physical evidence, gather witness statements, assure medical and mental health interventions are made available
  - c) Review mail to the offender, collect and preserve physical evidence, gather witness statements, assure medical and mental health interventions are made available
  - d) Polygraph staff, collect and preserve physical evidence, gather witness statements, assure medical and mental health interventions are made available
14. **According to the Supreme Court, union members have a right to union representation during investigatory interviews. These representatives are allowed to assist employees by:**
- a) Involving the media
  - b) Assisting and counseling members during the interview
  - c) Answering questions for the employee
  - d) Asking the employee to waive their right to representation
15. **[T/F] The Prison Rape Elimination Act (PREA) defines sexual abuse of an individual in custody as: “The rape of an inmate in the active control of prison officials.”**
- a) True
  - b) False
16. **Each state has a law that makes staff sexual misconduct with offenders a crime. As a corrections professional, what should you know about your state law?**
- a) Consequences of social liability
  - b) How to avoid prosecution
  - c) If staff are considered mandatory reporters
  - d) None of the above

- 17. If you fail to report sexual misconduct or assist another staff member in facilitating the misconduct, you could be charged with:**
- a) Obstruction of justice
  - b) Conspiracy
  - c) Making false statements
  - d) All of the above
- 18. An employee who asserts her rights under U.S. Supreme Court case *Garrity vs. New Jersey* is protected against:**
- a) Having any information she discloses used against her in an administrative hearing
  - b) Losing her right to have union representation
  - c) Having any information she discloses used against her in a later criminal proceeding
  - d) All of the above
- 19. When addressing and preventing staff sexual misconduct with offenders, “red flags” may signal problems for you or your colleagues. Select the behaviors that could be “red flags.”**
- a) Deviating from agency policy to benefit a particular offender, changes in the appearance of a staff member or offender, consistent overtime
  - b) Doing favors for an offender, coming to work early, withdrawing from co-workers
  - c) Overlooking infractions of a particular offender, spending a lot of time with a particular offender, flirting with an offender
  - d) All of the above
- 20. [T/F] Family members are not affected by staff sexual misconduct with offenders.**
- a) True
  - b) False