Addressing Sexual Abuse of Youth in Custody

Module 10
Training
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 (including volunteers and contractors) and youth.

- Identify if your agency is ready to train before implementing a program.
Objectives

- Identify the necessary content of both staff (including volunteers and contractors) 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 consistent articulation of policies.
- Change public perceptions of youth and detention
- Improve community safety
- Comply with PREA Standards
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 from staff and youth?

- 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 Staff Training Should Include about 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 Staff Training Should Include about Youth on Youth Sexual Abuse

- Signs and symptoms of sexual assault.

- Barriers to disclosure
  - risks of retaliation, why youth might be reluctant to come forward

- Important phone numbers and clear procedures for reporting abuse.
What All Staff Training Should Include about Youth on Youth Sexual Abuse

- Who vulnerable youth are and their susceptibility to abuse.

- Institutional policy on sexual assault and what role it plays.

- Identify the NEED to know v. NICE to know.
What All Staff Training Should Include about Staff Sexual Misconduct

- 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

Developed by the NIC/WCL Project under NIC CA #06S20GJJ1
What All Staff Training Should Include about Staff Sexual Misconduct

- 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
- Human resources implications
- Consequences of retaliation
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
What All Youth Training Should Include about Sexual Abuse

- 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.
What All Youth Training Should Include about Sexual Abuse

- Institutional policy and definitions
  - sexual assault, harassment, “consensual” sex, investigations, confidentiality, health care, safety

- Sanctions for sexual violence

- What to be aware of
  - “undue familiarity”
What All Youth Training Should Include about Sexual Abuse

- 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 receive training?

- 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
- Youth peer leaders
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

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Summary

- All information should allow the staff to do their jobs better, more safely, and with clear purpose.

- Proper training should align with agency policy, and leave little room for staff discretion.

- All training should outline how to PREVENT, DETECT and RESPOND to sexual assault.