

Category: Prison Rape Elimination Act (PREA)
Policy #: 17.3
Subject: Training and Education
Purpose: To establish guidelines for a training program so that all employees receive ample professional training.

The Fort Bend County Juvenile Probation Department (FBCJPD) shall ensure that all Juvenile Probation Department employees who may have contact with residents shall receive specific training in PREA standards as part of the required 80 hours of basic training prior to each officer's initial certification. All employees shall be provided with refresher training every two years.

I. Employee Training

1. The agency shall train all employees who may have contact with residents on:
 - A. Its zero-tolerance policy for sexual abuse and sexual harassment;
 - B. How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
 - C. Residents' right to be free from sexual abuse and sexual harassment;
 - D. The right of residents and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
 - E. The dynamics of sexual abuse and sexual harassment in juvenile facilities;
 - F. The common reactions of juvenile victims of sexual abuse and sexual harassment;
 - H. How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between residents;
 - I. How to avoid inappropriate relationships with residents;
 - J. How to communicate effectively and professionally with residents, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming residents; and
 - K. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities;
 - L. Relevant laws regarding the applicable age of consent.

2. Training shall be tailored to the unique needs and attributes of residents of the Fort Bend County Juvenile Detention Center (FBCJDC) and to the gender of the residents at the FBCJDC.
3. All current FBCJPD employees who have not received such training shall be trained within one year of the effective date of the PREA standards, and FBCJPD shall provide each employee with refresher training every two years to ensure that all employees know the department's current sexual abuse and sexual harassment policies and procedures.
4. The FBCJPD shall document, through employee signature or electronic verification that employees understand the training they have received.
5. No new employee shall have contact with a juvenile resident until the completion of the above training.

II. Volunteering, Vendor, and Contractor Training

1. The FBCJPD shall ensure that all volunteers and contractors who have contact with residents have received a PREA brochure which outlines their responsibilities under the FBCJPD sexual abuse and sexual harassment prevention, detection, and response policies and procedures.
2. The level and type of training provided to volunteers and contractors shall be based on the services they provide and level of contact they have with residents, but all volunteers and contractors who have contact with residents shall be notified of the FBCJPD's zero-tolerance policy regarding sexual abuse and sexual harassment and informed how to report such incidents.
3. The FBCJPD shall maintain documentation confirming that volunteers and contractors understand the information received via the brochure.

III. Resident Education

1. During the intake process, residents shall receive information explaining the FBCJPDs zero tolerance policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment.
2. Within 10 days of intake, the agency shall provide comprehensive age-appropriate education to residents either in person or through video regarding their rights to be free from sexual abuse and sexual harassment and to be free from retaliation for reporting such incidents, and regarding agency policies and procedures for responding to such incidents.
3. Current residents who have not received such education shall be educated within one year of the effective date of the PREA standards, and shall receive education upon transfer to a different facility to the extent that the policies and procedures of the resident's new facility differ from those of the previous facility.
4. The FBCJPD shall provide resident education in formats accessible to all residents, including those who are limited English proficient, deaf, visually impaired, or otherwise disabled, as well as to residents who have limited reading skills.

5. The FBCJPD shall maintain documentation of resident participation in these education sessions. FBCJDC shall document, through residents signature that residents understand the education they have received.

6. In addition to providing such education, the FBCJDC shall ensure that key information is continuously and readily available or visible to residents through posters, resident handbooks, or other written formats such as brochures.

IV. Specialized Training: Investigators

1. In addition to the general training provided to all employees pursuant to § 115.331, the FBCJPD shall ensure that, to the extent the agency itself conducts sexual abuse investigations, its investigators have received training in conducting such investigations in confinement settings.

2. Specialized training shall include techniques for interviewing juvenile sexual abuse victims, proper use of Miranda and Garrity warnings, sexual abuse evidence collection in confinement settings, and the criteria and evidence required to substantiate a case for administrative action or prosecution referral.

3. The FBCJPD shall maintain documentation that agency investigator(s) have completed the required specialized training in conducting sexual abuse investigations.

4. Any State entity or Department of Justice component that investigates sexual abuse in juvenile confinement settings shall provide such training to its agents and investigators who conduct such investigations.

V. Specialized Training: Medical and Mental Health Care

1. The FBCJPD shall ensure that all full- and part-time medical and mental health care practitioners who work regularly in its facilities have been trained in:

A. How to detect and assess signs of sexual abuse and sexual harassment;

B. How to preserve physical evidence of sexual abuse;

C. How to respond effectively and professionally to juvenile victims of sexual abuse and sexual harassment; and

D. How and to whom to report allegations or suspicions of sexual abuse and sexual harassment.

E. Employees of the FBCJPD do not conduct forensic examinations.

2. The FBCJPD shall maintain documentation that medical and mental health practitioners have received the training referenced in standard 115.335 either from the FBCJPD or elsewhere.

3. Medical and mental health care practitioners shall also receive the training mandated for employees under 115.331 or for contractors and volunteers under 115.332 of PREA juvenile standards, depending upon the practitioner's status with the FBCJPD.

Revised: 04/01/2015
Date

Reviewed by County Attorney's Office: 5/27/2015
Date

Adopted by the Juvenile Board: 6/10/2015
Date