

PREVENTION STRATEGIES

1. Align yourself with other employees. Show respect for them in front of inmates/offenders. Do not discuss your personal life or that of any other employee in front of inmates/offenders.
2. No first name familiarity. Maintain an atmosphere of professionalism in the office and when conducting home visits.
3. Recognize “over friendly” inmate/offender behavior and question their motives.
4. Never accept gifts, letters or personal phone calls from offenders. Never give out your telephone number or address to offenders. The relationship often begins with friendly gestures. Follow policy and report such incidences to your supervisor.
5. Talk with other staff when you see warning signs. Approach them in good faith and not judgmentally. Don't let them “fall off of the cliff” and then tell everyone that “I could have told you that this was going to happen”.
6. Don't do any favors for inmates/offenders. Favors immediately lead to obligations which never go away.
7. Recognize your level of personal stress. Talk to someone at the unit/office. Get assistance when personal stress is causing a problem.
8. Do not ignore inappropriate deliberate inmate behavior such as flashing or exposing themselves, inappropriate clothing, buttons or zippers undone.

REMEMBER

“If you help the Department protect the inmate/offender, you are helping safeguard our community.”

RESOURCES

- Prison Rape Elimination Act of 2003
- DOC Sexual Violence Elimination Policy
- OSDT-Undue Familiarity Lesson Plan

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NORTH CAROLINA DEPARTMENT OF CORRECTION

MAINTAINING AN ATMOSPHERE OF PROFESSIONALISM



*Information that can aid
in maintaining professional
boundaries when dealing
with inmates and offenders*

WELCOME TO THE NORTH CAROLINA DEPARTMENT OF CORRECTION

The North Carolina Department of Correction oversees a total offender population of approximately 157,000 felons and misdemeanants residing throughout nearly 80 correctional institutions or under supervision in over 270 Division of Community Corrections field offices. The mission of the North Carolina Department of Correction is to promote public safety by the administration of a fair and humane system which provides reasonable opportunities for adjudicated offenders to develop progressively responsible behavior.

This pamphlet is written to promote continued awareness of agency expectations regarding the Prison Rape Elimination Act of 2003 (PREA) and as a supplement to PREA training. It is intended to provide basic information on PREA, staff and offender relationships, your duty to report, and ideas for maintaining professional boundaries. For more detailed information, please contact your immediate supervisor.

PREA AND NCDOC

In response to the Prison Rape Elimination Act (PREA) of 2003, the Department has adopted a **ZERO-TOLERANCE** standard for sexual violence against offenders by staff and offenders. Implementation of the PREA policy will promote a safe, humane and appropriately secure environment, free from the threat of sexual assault/misconduct for all offenders. It is up to you as a professional to help us achieve this goal.

Each employee is vital to the overall success of the Agency. Department of Correction employees have an obligation to maintain clear boundaries with offenders, establishing a relationship of authority, objectivity and professionalism. Employees must not allow the development of personal, unduly familiar, emotional or sexual relationships with offenders. Some indicators that an overly familiar relationship may be developing are:

- Isolation from fellow employees
- Spending too much time with one particular offender
- Sharing food with offenders
- Noticeable behavioral changes in offender or staff

Please remember that any sexual contact between an offender and employee is considered a sexual assault on the part of the employee. **NC General Statute 14-27.7a, states that if a person having custody of a victim of any age or a person who is an agent or employee of any person, or institution, whether such institution is private, charitable, or governmental; having custody of a victim of any age engages in vaginal intercourse or a sexual act with such victim, the defendant is guilty of a Class E Felony.** Therefore;

THERE IS NO SUCH THING AS CONSENSUAL SEX BETWEEN STAFF AND OFFENDER!!!

DUTY TO REPORT

ALL EMPLOYEES HAVE A DUTY TO REPORT IMMEDIATELY ANY FINDINGS IN WHICH INMATES ARE HAVING SEXUAL RELATIONSHIPS WITH OTHER INMATES OR STAFF!

Some forms of reporting include but are not limited to:

- Immediate Supervisor
- Officer in Charge (OIC)
- Facility Administrator
- Public Affairs Office
- Office of PREA Administration

HOW TO MAINTAIN PROFESSIONAL BOUNDARIES WITH OFFENDERS

The following information will benefit employees in avoiding inappropriate relationships and in maintaining their professionalism:

- Focus attention to duties and assignments
- Remember never share personal information with offenders, including your address, telephone number, names of family members, etc. This includes while talking with fellow staff when offenders are present
- Do not accept (or give) gifts or favors from (to) offenders
- Follow all Divisional and Departmental policies, procedures, and guidelines

