

George Junior Republic
**Policy and Procedures Regarding Sexual Assault, Sexual
Abuse and Sexual Harassment**
(Prison Rape Elimination Act)

Policy Statement

George Junior Republic as an agency servicing youth at risk asserts and enforces zero tolerance policies regarding all forms of sexual abuse, sexual assault and sexual harassment among the employees and clients of George Junior Republic. George Junior Republic will comply with and meet the standards of the Prison Rape Elimination Act (PREA). To ensure the safety, security and well being of the clients, George Junior Republic will address the prevention, detection and response of sexual assaults through the outlined policies.

I Prevention Planning

A). Zero Tolerance

To educate and enforce a policy of zero tolerance, the following stipulations have been outlined:

- a Training and education of each staff member in the policies and procedures of the PREA law, how to recognize signs of sexual abuse and harassment and understand their responsibility in the prevention, detection and response of any alleged incidents.

- b Training and education of each youth in the provisions of PREA.
- c Ensuring the adequate staffing of each residential unit to comply with PREA standards.
- d Ongoing monitoring and unannounced inspections of the residential units by administrative personnel.
- e Efficient and effective investigation and reporting of incidents of sexual assault, intimidation or rape.

B). Prohibitive Behaviors

The following behaviors and other actions that are deemed to be abusive or harassing toward anyone at George Junior Republic are strictly prohibited by staff, youth, contractors and volunteers.

- Any sexual act or sexual advance by another youth or staff member
- Requests for sexual favors by another youth or staff member
- Threats by youth or staff for refusing sexual advances
- Verbal or physical conduct of a sexual nature by youth or staff member
 - Invasion of client privacy beyond that reasonably necessary for safety and security
 - Intentional touching of genitals, anus, groin, breast, or inner thigh area
 - Indecent exposure by a youth or staff member in front of a client
 - Kissing, touching, inappropriate comments about personal appearance
 - Demeaning references to or derogatory comments about a resident's gender
 - Jokes about sex or gender specific traits
- Abusive, threatening, profane or degrading sexual comments
- Touching, attention, language or conduct of a sexual nature
 - Remarks suggesting the engagement in sexual activities
 - Aggression toward or intimidation of another individual for sexual purposes
 - Statements of sexual suggestion which promise reward or reinforcement for sexual activity
 - Rape, molestation, assault or any type of sexual misconduct.

C). Sanctions

Upon conclusion of an investigation, any staff member found to be involved in any misconduct related to sexual behavior; sexual abuse or repeated sexual harassment will be terminated. Due to the serious nature of the allegations of sexual misconduct, staff members will be suspended until the investigation is completed. Sexual abuse, assault and rape are criminal offenses and George Junior Republic will actively support the engagement of law enforcement.

Any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with residents and shall be reported to law enforcement agencies and to relevant licensing bodies.

The facility shall take appropriate remedial measures, and shall consider whether to prohibit further contact with residents, in the case of any other violation of agency sexual abuse or sexual harassment policies by a contractor or volunteer

Any staff that suspects or has knowledge of any abuse that has or is occurring to GJR residents are required by law to report it.

D). Supervision and Monitoring

George Junior Republic's PREA Coordinator is the Chief Operations Officer. The PREA Coordinator will enlist the assistance of the Staff Development Department, Director of Quality Assurance, Campus Directors and Human Resources for the purpose of training, monitoring and implementing the PREA policy.

The PREA Compliance Manager is designated to be the Director of Quality Assurance and will report to the PREA Coordinator as applicable.