

RED FLAGS

Addressing resident sexual abuse is important both individually and within the agency. It is very important to pay close attention to your colleagues' behavior as well as your own.

The following are behaviors or "red flags" that may signal you or someone you work with is in danger of engaging in undue familiarity and/or sexual misconduct:

- Deviating from BCYC policy for the benefit of a particular resident
- Spending a lot of time with a particular resident
- Change in appearance of a resident or staff member
- Sharing personal information with a resident
- Horseplay
- Overlooking infractions of a particular resident
- Doing favors for a resident
- Consistently volunteering a particular shift
- Coming to work early/staying at work late

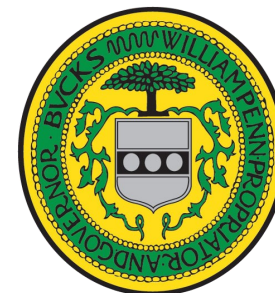
REPORTING ABUSE

If you suspect abuse has happened at The Bucks County Youth Center, you may call the Director of the center at (215) 340-8300, or you may call The Network Of Victim Assistance (NOVA). Please have any information or evidence available to report. False accusations may be prosecuted. All reports are taken seriously and investigated as outlined in PREA.

NOVA

Network of Victim Assistance
2370 York Road, Suite B1
Jamison, PA 18929
215-343-6543
24-Hour Hotline 1-800-675-6900

Bucks County Youth Center



SEXUAL ASSAULT AWARENESS AND THE PRISON RAPE ELIMINATION ACT (PREA)

A GUIDE TO THE
PREVENTION AND
REPORTING OF SEXUAL
ABUSE WITH RESIDENTS

*FOR EMPLOYEES,
CONTRACTORS, VENDORS,
VOLUNTEERS, AND INTERNS
OF THE BUCKS COUNTY
YOUTH CENTER*

OBJECTIVE

This brochure is written to train and educate you on the Prison Rape Elimination Act of 2003 (PREA) and The Bucks County Youth Center's (BCYC) standard concerning the reporting of sexual misconduct with residents. It is also intended to provide information on maintaining professional boundaries with residents and your duty to report incidents of resident sexual abuse.

The Prison Rape Elimination Act of 2003 is a Federal law established to address the elimination and prevention of sexual assault and rape in correctional systems. PREA applies to all federal, state, and local prisons, jails, police lock-ups, juvenile detention facilities, and community settings such as residential facilities.

In response to PREA, The Bucks County Youth Center has committed to a standard of **zero-tolerance** of sexual abuse of residents either by staff, other residents, volunteers, contracted agents, or any other individuals having responsibility for the safety, security, care, and/or treatment of residents. Employees, Contractors, Vendors, Volunteers, and Interns must be aware that unprofessional relationships will not be tolerated and these relationships are criminal and may be prosecuted under state and federal statutes.

SEXUAL ABUSE

Encompasses the following:

1. Resident on Resident Sexual Abuse and/or Sexual Harassment
2. Employee on Resident Sexual Abuse and/or Sexual Harassment

UNDUE FAMILIARITY

All employees, Contractors, Vendors, Volunteers, and Interns of BCYC should treat residents in a firm, fair, and consistent manner, and refrain from inappropriate and improper contact with them. Whenever there is a reason to discuss a resident's problem with them, a professional attitude consistent with roles and responsibilities should be exercised. As employees, Contractors, Vendors, Volunteers, and Interns, you should not:

- Borrow anything from a resident,
- Lend anything to a resident,
- Accept any gift or personal service from a resident,
- Make gifts to or perform personal services for a resident,
- Use abusive, indecent, or profane language in the presence of a resident,
- Curse at a resident, or
- Knowingly enter into a business relationship with a resident, their family member or close relative.

HOW TO MAINTAIN APPROPRIATE BOUNDARIES:

Most sexual misconduct occurs only after seemingly innocent professional boundaries have been crossed. The following behaviors will assist you in maintaining appropriate boundaries:

- Maintain professional distance
- Focus behavior on job duties
- Do not become overly close with any particular residents
- Do not share your own or other co-worker's personal information with or around residents
- Do not accept gifts or favors from residents
- Be knowledgeable of BCYC policy and procedure, rules of conduct, and laws regarding sexual abuse and harassment.

If you have any questions about PREA, please do not hesitate to contact The Bucks County Youth Center's PREA Coordinators at (215) 340-8300.