

### ***ACJC ZERO TOLERANCE POLICY:***

**The Allen County Juvenile Center (ACJC) has a zero tolerance policy for sexual abuse and sexual harassment. The ACJC requires mandatory reporting of any and all allegations and a complete and accurate investigation of all allegations.**

**The safety of the juveniles in the custody of ACJC is the number one priority. As a resident within the ACJC, certain rules shall apply to ensure this safety.**

#### **RULES**

- Sexual relations are not appropriate in any manner at ACJC
- Sexual conduct is prohibited at all times (i.e. residents and staff)
- Consensual sexual relationships are prohibited (NO SUCH THING)
- Sexual or implied sexual comments that will make others feel uncomfortable are prohibited
- No coercion, threats, or promises
- Respect residents and staff personal space

#### **STAFF and YOU**

- Staff is here to protect you and keep you safe
- Report any intimidating or threatening behaviors to staff
- Report any inappropriate touching by other residents or staff
- The PREA Coordinator shall investigate all allegations

#### **YOUR BEHAVIOR**

- Be aware of your body language
- Keep your conversations clean and appropriate (i.e. non-sexual in nature)
- Do not share charges or “war stories”
- Do not be afraid to say “STOP,” “QUIT,” or “DON’T DO THAT”
- Avoid secluded areas; position yourself in plain view of staff members

#### **REPORTING**

**The ACJC shall provide multiple ways for a resident to privately report sexual abuse, sexual harassment, retaliation or threats by other residents, staff, volunteers, or contract personnel.**

Residents are strongly encouraged to immediately report sexual abuse, sexual harassment, threats and staff neglect or violation of responsibilities by reporting the incident to any of the following:

- Diagnostic Personnel
- Medical Personnel
- PREA Coordinator
- Administrative Personnel
- Chaplin
- Parents
- Probation Officer
- Attorney
- Teacher
- Counselor
- Victim Assistance 260-427-1205
- DCS Hotline 1-800-800-5556
- Rape Crisis Hotline 888-311-7273
- Woman’s Bureau (rape crisis) 260-424-7977
- Police Department 911
- Any Detention Staff
- Allen County Juvenile Center 260-449-8072

## **BEING SEXUALLY ASSAULTED**

- Report assault immediately
- Do not brush your teeth or shower
- Do not change or wash your clothes
- Do not eat anything
- You shall receive medical treatment
- You shall be informed of your rights as a victim
- You shall be offered counseling and other services

## **SILENCE of VICTIMS (MYTHS)**

- Victims feel shame and humiliation, so don't tell---**please report**
- Males feel it is just another physical assault and don't seek emotional help—**this is criminal/seek help**
- Males feel their sexual identity is in question after such an act- **it's not your fault**
- Males can't be sexually abused, assaulted- **not true, it can happen to anyone**
- Some females feel abuse/assaults are normal within relationships because of being raised around such acts-**not true**
- A victim of sexual abuse/assault becomes sexually excited, does not mean approval was given, these are normal and involuntary actions- **true**
- A victim of sexual abuse/assault can be male or female- **true**
- Walk and stand with confidence; many rapists choose victims who look like they won't fight back or are emotionally weak- **true**

## **Follow up care**

- Medical staff, in conjunction with outside medical professionals, shall take care of your needs
- Our Diagnostic Department, in conjunction with outside professionals, shall take care of your mental health needs

## **False Reporting**

- False allegations against someone will result in consequences
- It's against the law and charges may be filed

## **Violator of sexual abuse/sexual assault**

- All sexual assaults shall be reported to law enforcement
- The case shall be investigated thoroughly
- Disciplinary actions shall be taken against you
- You may be charged with a criminal act
- You may be required to register as a sex offender

## **Sexual Misconduct Definitions**

- **Staff sexual misconduct** includes: (A) any behavior or act of a sexual nature, consensual or nonconsensual, directed toward a resident by an employee, volunteer, or agency representative. Romantic relationships between staff and residents are included in this definition; or (B) completed, attempted, threatened, or requested sexual acts; or (C) occurrences of indecent exposure, invasion of privacy, or staff voyeurism for sexual gratification; or (D) intentional touching of the genitalia, anus, groin, breast, inner thigh, or buttocks, with the intent to abuse or gratify sexual desire.
- **Staff sexual harassment** includes: (A) repeated verbal statements or comments of a sexual nature to an offender by an employee, volunteer, official visitor, or agency representative; or (B) profane or obscene language or gestures and demeaning references to gender or derogatory comments about body or clothing.

- **Non-consensual sexual acts** include: (A) contact of any person without his/her consent, or of a person who is unable to consent or refuse; and (B) contact between the penis and the vagina or the penis and the anus including penetration, however slight; or (C) contact between the mouth and the penis, vagina, or anus; or (D) penetration of the anus or genital opening of another person by the hand, finger, or another object.
- **Abusive sexual contact** includes (A) contact of any person without his/her consent, or a person who is unable to consent or refuse; and (B) intentional touching, either through the clothing, of the genital, anus, groin, breast, inner thigh, or buttocks of any person.
- **Consensual:** agreed to by people involved; done with the consent of the people involved.
- **Prohibited:** to order (someone) not to do something, to say that (something) is not allowed.
- **Coercion:** to make (someone) do something by using force or threats.
- **Perpetrator:** a person who does something that is illegal or wrong.
- **Allegations:** a statement saying that someone has done something wrong or illegal.
- **Consequences:** disciplinary or legal actions that happen as a result of your particular action.