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**9.30 PRISON RAPE ELIMINATION ACT TRAINING AND EDUCATION**

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**9.30.01 POLICY**

The Lincoln County Detention Center shall provide quality mandatory training for all staff, inmates, volunteers and contract staff to ensure everyone has a clear understanding of the Prison Rape Elimination Act (PREA) and the facility's "Zero Tolerance" of any sexual abuse or sexual harassment inside the facility.

**9.30.02 PROCEDURE**

**9.30.03 Staff**

A. Staff training shall include the following:

1. The zero tolerance policy for sexual abuse and sexual harassment.
2. How to fulfill their responsibilities under the facility's sexual abuse and sexual harassment prevention, detection, reporting and response policy and post orders.
3. The inmate's rights to be free from sexual abuse and sexual harassment.
4. The right of inmates and employees to be free from retaliation for reporting sexual abuse and sexual harassment.
5. The dynamics of sexual abuse and sexual harassment in the facility.
6. The common reactions of sexual abuse and sexual harassment victims.
7. How to detect and respond to signs of threatened and actual sexual abuse.
8. How to avoid inappropriate relationships with inmates, including lesbian, gay, bisexual, transgender, intersex or gender nonconforming inmates.
9. How to communicate effectively and professionally with inmates, including lesbian, gay, bisexual, transgender, intersex or gender conforming inmates.
10. How to comply with relevant laws related to mandatory reporting of sexual abuse to outside authorities.

11. All employees shall be trained as soon as practicable and within one year of their employment with Lincoln County Detention Center. All employees shall receive refresher training every two (2) years to provide employees with the knowledge of the facility's current sexual abuse and sexual harassment policies.
  - a. Each year the staff shall review and sign that they will follow all Lincoln County Detention Center sexual harassment and sexual abuse (PREA) policies.
12. The PREA Coordinator shall maintain the staff's PREA training records and staff's consent to follow PREA related policies.

**9.30.04 Volunteers and Contractors**

- A. All volunteers and contractors shall be trained on their responsibilities under the facility's sexual abuse and sexual harassment prevention, detection and response policies.
- B. All volunteers and contractors will be notified of the facility's Zero Tolerance Policy regarding sexual abuse and sexual harassment and how to report such incidents.
- C. The PREA Coordinator shall maintain documentation of the volunteers' and contractors' training.

**9.30.05 Inmate**

- A. All inmates shall receive information explaining the facility's Zero Tolerance Policy regarding sexual abuse and sexual harassment and how to report incidents or suspicions of sexual abuse or sexual harassment during the intake process.
- B. Within 30 days of intake the facility shall provide comprehensive education to inmates regarding their rights to be free from sexual abuse and sexual harassment, retaliation for reporting such incidents and the facility's policies for responding to such incidents.
- C. The facility will provide the inmate education in formats accessible to all inmates including those who are limited English proficient, deaf, visually impaired or otherwise disabled, as well as inmates who have limited reading skills.

- D. The PREA Coordinator shall maintain documentation of the inmate's participation in these education sessions.

**9.30.06 Contracted Medical and Mental Health Employees**

- 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 victims of sexual abuse and sexual harassment.
- D. How to and whom to report allegations or suspicions of sexual abuse and sexual harassment.
- E. The PREA Coordinator will maintain documentation that the medical and mental health providers have received this training.

**9.30.07 Investigative Staff**

- A. Lincoln County Sheriff's Office investigative staff shall complete training pertaining to PREA investigative standards.