

Policy Name: PREA
216 – Residents with Disabilities Policy

Policy #: 3.17

Section: Personnel

Date Issued: 01/30/16

Date Revised:

POLICY

It is the policy of Tomorrows Hope (TH) to comply with the requirements of the Prison Rape Elimination Act (“PREA”) to protect its Reentrants and have zero tolerance toward all forms of sexual abuse and sexual harassment. In accordance with PREA, TH seeks to prevent, detect, and respond to allegations of such conduct. All allegations of sexual boundary violations, sexual abuse sexual harassment or retaliation for reporting such conduct against reentrants by employees shall be considered a serious incident, investigated and may subject employees to appropriate discipline in accordance with these procedures.

All reentrants and staff are prohibited from engaging in sexual boundary violations, sexual abuse, sexual harassment and retaliation for reporting such conduct as defined in this policy. All acts of a sexual nature are considered non-consensual due to the fact that TH reentrants are persons in custody. Reentrants cannot consent to any such act(s) due to age and/or their custodial status. All allegations against reentrant by another reentrant shall be investigated in accordance with these procedures.

The TH PREA Coordinator shall oversee the agency’s efforts to comply with the Federal PREA standards.

1. The appropriate steps shall be taken to ensure that residents with disabilities (including, for example, residents who are deaf or hard of hearing, those who are blind or have low vision, or those who have intellectual, psychiatric, or speech disabilities), have an equal opportunity to participate in or benefit from all aspects of the agency’s efforts to prevent, detect, and respond to sexual abuse and sexual harassment. Such steps shall include, when necessary to ensure effective communication with residents who are deaf or hard of hearing, providing access to interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary. In addition, Site Administrators and Program Directors shall ensure that written materials are provided in formats or through methods that ensure effective communication with residents with disabilities, including residents who have intellectual disabilities, limited reading skills, or who are blind or have low vision.
2. Reasonable steps shall be taken to ensure prevention, detection, and responses to sexual abuse and sexual harassment to residents who are limited English proficient are made, including steps to provide interpreters who can interpret effectively, accurately, and impartially, both receptively and expressively, using any necessary specialized vocabulary.
3. TH shall not use or depend on resident interpreters, resident readers, or other types of resident assistants except in limited circumstances where an extended delay in obtaining an effective interpreter could compromise the resident’s safety, the performance of first-response duties under § 115.264, or the investigation of resident’s allegations.
4. Where interpreters are necessary yet unavailable, the contracting authority will be notified for assistance and in the meantime the assigned case manager shall use Google Translate or other

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online translation programs to review all intake and handbook information including all PREA information, training and procedures.

APPROVALS

Approver's Name	Approver's Signature
Mike Millward	