

Policy Name: PREA
267 – Protection Against Retaliation

Policy #: 3.17

Section: Personnel

Date Issued: 01/30/16

Date Revised:

PROTECTION AGAINST RETALIATION

1. All residents and staff who report sexual abuse or sexual harassment or cooperate with sexual abuse or sexual harassment investigations shall be protected from retaliation by other residents or staff and shall designate which staff members or departments are charged with monitoring retaliation.
2. The review team shall include upper-level management officials, with input from line supervisors, investigators, the local PREA manager, the corporate PREA coordinator and when staff is potentially involved, the corporate director of human resources. When needed medical or mental health practitioners may be included.
3. Multiple protection measures may be employed, such as housing changes or transfers for resident victims or abusers, removal of alleged staff or resident abusers from contact with victims, and emotional support services, for residents or staff who fear retaliation for reporting sexual abuse or sexual harassment or for cooperating with investigations.
4. For at least 90 days following a report of sexual abuse, the local PREA coordinator shall monitor and document the conduct and treatment of residents or staff who reported the sexual abuse and of residents who were reported to have suffered sexual abuse to see if there are changes that may suggest possible retaliation by residents or staff, and shall act promptly to remedy any such retaliation. Items the agency should monitor include any resident disciplinary reports, housing, or program changes, or negative performance reviews or reassignments of staff. The agency shall continue such monitoring beyond 90 days if the initial monitoring indicates a continuing need.
5. In the case of residents, such monitoring shall also include periodic status checks which will be documented and maintained in the resident's file.
6. If any other individual who cooperates with an investigation expresses a fear of retaliation, the local PREA coordinator shall take appropriate measures to protect that individual against retaliation.
7. Tomorrows Hope obligation to monitor shall terminate if it is determined by the investigative agency that the allegation is unfounded.

APPROVALS

Approver's Name	Approver's Signature
Mike Millward	