 CORRECT CARE RECOVERY SOLUTIONS	CORPORATE POLICY AND PROCEDURE MANUAL	
TITLE: RI 200-29 PRISON RAPE ELIMINATION ACT (PREA) IMPLEMENTATION PROGRAM	REFERENCE: 28 C.F.R. Part 115; TJC	
CATEGORY: RIGHTS AND RESPONSIBILITIES	PAGE: 1 OF 3	VERSION: 2
APPROVER: Manuel Fernandez Senior Vice President Operations CCRS	SUPERSEDES: 12/18/2013 EFFECTIVE: 11/15/2014 REVIEWED: 11/15/2014	

PURPOSE:


The Prison Rape Elimination Act (PREA) is a federal law that prohibits and seeks to eliminate sexual assaults and sexual misconduct in correctional institutions and community corrections settings. Correct Care LLC is committed to providing a safe and healthy environment for Employees, Volunteers, or Contractors and Residents in Correct Care Facility.

POLICY:

Correct Care has zero tolerance relating to nonconsensual acts, offender on offender sexual abuse, sexual misconduct, and staff sexual harassment in accordance with the standards set forth in the *Prison Rape Elimination Act of 2003* (PREA). It is the policy of Correct Care to have zero tolerance towards any form of Sexual Abuse and Sexual Harassment in all its facilities. Correct Care prohibits sexual conduct between Employees, Volunteers, or Contractors with any resident in a Correct Care Facility regardless of consensual status. Such behavior is subject to administrative as well as criminal and disciplinary sanctions. This prohibition includes conversations or correspondence of a romantic or sexual nature. All Employees, Contractors, and Volunteers are expected to have a clear understanding that Correct Care strictly prohibits any type of sexual relationship with Residents in a Correct Care Facility. This shall be considered a serious breach of the Standards of Employee Conduct, Volunteer agreements as well as vendor, service and Contractor agreements and these relationships will not be tolerated.

Engaging in a romantic and/or sexual relationship with Residents in a Correct Care Facility may result in employment termination and/or termination of the Contractual or Volunteer status, and/or criminal charges. Program staff must take prudent measures to ensure the safety of Residents in a Correct Care Facility or Program, Employees, Contractors, and Volunteers. Retaliation against Residents in a Correct Care Facility or Program or Employees for filing a complaint will not be tolerated.

In accordance with this policy, all Employees, Contractors and Volunteers have an affirmative duty to report all allegations or knowledge of Sexual Abuse, Sexual Harassment, romantic, or sexual contact that takes place within any Correct Care Facility or program. All cases of alleged sexual conduct shall be thoroughly investigated. Upon substantiation of any allegations of sexual conduct, appropriate disciplinary actions will be taken against Employees, Contractors or Volunteers, including possible criminal prosecution.

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DEFINITIONS:

1. **Contractor** means a person who provides services on a recurring basis pursuant to a contractual agreement with the Agency.
2. **Employee** means a person employed by Correct Care or any operational subsidiary. An **employee** may also be referred to as **staff** or **staff member**.
3. **Residents in a Correct Care Facility or Program** means residents, detainees, clients, participants or individuals receiving services.
4. **Volunteer** means a resident, not an employee, who donates time and effort on a recurring basis to enhance the activities and programs of Correct Care.

PROCEDURE:

Due to client contract requirements, some Facilities may be required to follow specific client PREA policy. If for some reason, client policy is less restrictive than Section 28 C.F.R. Part 115 of the National PREA Standards, the PREA Standards shall prevail and a site specific supplemental policy shall be developed. Each Correct Care Facility shall have a current policy in place to ensure that:

- A. Where a Correct Care Facility falls within the scope of the Prison Rape Elimination Act of 2003 (PREA) and the National Standards To Prevent, Detect, and Respond To Prison Rape; Final Rule, dated, June 2012, the National Standards should be appropriately incorporated into policy;
- B. Employees, Contractors and Volunteers are informed of Correct Care’s zero tolerance policy regarding Sexually Abusive behavior;
- C. Residents in a Correct Care Facility are informed of Correct Care’s zero tolerance policy regarding Sexually Abusive behavior;
- D. Standard procedures are in place to detect and prevent Sexually Abusive behavior at all Correct Care Facilities;
- E. Victims of Sexually Abusive behavior receive a prompt and effective response to their physical, psychological and security needs;

CONFIDENTIAL AND PROPRIETARY INFORMATION OF CORRECT CARE, LLC



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- F. Allegations of Sexually Abusive behavior receive prompt intervention upon report; and.
- G. Perpetrators of Sexually Abusive behavior are disciplined and, when appropriate, referred for prosecution in accordance with Correct Care policy and Federal, State or Local laws.