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LINE-UP TRAINING

Prison Rape Elimination Act #3

Topic # 102

I. PURPOSE

The prevention of sexual misconduct in custody is no easy task, but measures can be taken to assist in ensuring we provide a safe environment for inmates and staff. The purpose of this briefing topic is to aid in prevention and identify "Red Flags" to in custody sexual abuse and sexual harassment. (Refer to [Department Policy and Procedure Section 6.127](#) and [Detention P & P section F.16](#) for further details).

II. DISCUSSION

As individuals, what can we do to help eliminate in custody sexual misconduct?

- Know and support the Department's zero tolerance policy.
- Be professional and fair with all inmates.
- Make it clear sexual behavior or sexual comments of any kind is unacceptable while in custody.
- Be observant of your assigned area and its environment.
- Be aware of isolated areas or blind spots in all inmate housing/holding areas.
- Make suggestions on how to minimize potential risk in such areas.

Be aware of potential "*Red Flags*" that may indicate an inmate has been a victim, or at risk of, sexual misconduct.

- Self-isolation and avoiding staff members; the inmate may not want to deal with other people.
- Inmates may also attempt to spend more time around staff members if they are being threatened.
- Inmates trying to hide physical injuries.
- Inmates asking for repeated cell changes or refusing to cell up with other inmates.
- Inmates who have commissary or money could be victims of extortion in lieu of sexual favors.
- Inmates pairing up that do not appear to belong together.

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The potential for inmates to be victims of sexual misconduct from staff members exists. Sexual contact between staff members and inmates can never be consensual. Potential "*Red Flags*" that may indicate an inmate has been a victim of sexual misconduct by a staff member may include:

- Drastic changes in the behavior of an inmate or staff member.
- Staff member discusses too much personal information with an inmate.
- Inmate spends too much time with a particular staff member.
- An inmate uses a staff member's first name.
- An inmate stands too close to a staff member while having a conversation.
- Horseplay or over familiarity between a staff member and an inmate.
- Too much personal knowledge of a staff member or their habits.
- Rumors about a particular inmate and staff member.
- Ignoring violations or being blind to a particular inmate's actions.
- Receiving special favors from a staff member or inmate.
- Possession of unusual contraband.
- Staff member constantly frequents an area of a particular inmate.

All staff members are required to report any knowledge, suspicion, or information regarding an incident of sexual abuse or sexual harassment that occurred in a facility. In the event of a complaint of sexual misconduct, remain objective, take any allegation of sexual abuse or sexual harassment seriously and report the allegation to your supervisor immediately.