



William D. Gore  
Sheriff

*San Diego County*

**SHERIFF**

## LINE-UP TRAINING

### **Prison Rape Elimination Act Part 2 (LGBTQ+)**

**Topic # 101**

*After discussing/reviewing the below training material in line-up (briefing), sworn staff shall sign off as completed in LMS. In the event a staff member is not present when this topic is discussed in line-up, they shall independently read, review, and complete the training.*

*Completion of this line-up training topic includes reviewing the associated standardized PowerPoint presentation available on the DTU SharePoint site ([#101-Standard Presentation](#)).*

*By clicking "Yes" to "Have you completed this activity?" in LMS, you are attesting that you have viewed, read, and completed the training activity.*

#### **I. PURPOSE**

The purpose of this briefing topic is to familiarize staff with the Prison Rape Elimination Act (PREA) in relationship to the lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ+) community.

#### **II. POLICY**

This training is conducted in adherence to [PREA](#), Department P&P Section [6.127 - Prison Rape Elimination Act](#), and DSB P&P Sections [F.16 - Sexual Assault Case Assignments & Investigations](#), [R.3 - Inmate Classification](#), and [R.13 - Transgender, Intersex, and Non-Binary Inmates](#).

#### **III. DISCUSSION**

Sexual abuse is present in prison and detention facilities today. Among those most at risk is the LGBTQ+ community. To address the abuse, Congress unanimously passed PREA in 2003. PREA standards are a comprehensive set of federal rules that address all aspects of a facility's operations as they relate to preventing, detecting and responding to abuse.

Staff will review and discuss the following topics and procedures related to PREA and LGBTQ+ inmates as described in [PREA](#), DSB P&P Sections [F.16 - Sexual Assault Case Assignments & Investigations](#), [R.3 - Inmate Classification](#), and [R.13 - Transgender, Intersex, and Non-Binary Inmates](#) and related facility specific green sheets.

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Review Date: 04-16-19

This Line-Up Training Topic was prepared by the Division of Inspectional Services PREA Coordinator and the Detention In-Service Training Unit.



A.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

B.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

C.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

D. PROFESSIONALISM IN THE WORKPLACE

As employees of the Sheriff's Department, we are expected to exude professionalism and respect in the course of our duties. Staff shall treat all inmates with respect and maintain professional positive interactions and effective communication with inmates. Deviation from equitable treatment can lead to criminal and civil liability as well as disciplinary action.

When communicating with an individual, use the pronouns that match the individual's gender identity. A person who identifies as a certain gender, whether or not that person has taken hormones or undergone surgery, should be referred to using the pronouns appropriate for that gender identity. If you are not certain which pronoun to use, ask the individual how they would like to be addressed. (Refer to the chart below for clarification.)

Identity	Subjective	Possessive	Possessive	Example
Female	She	Her	Hers	She is speaking. I listenend to her. The bag is hers.
Male	He	Him	His	He is speaking. I listened to him. The bag is his.
Non-Binary	They	Them	Theirs	They are speaking. I listened to them. The bag is theirs.



A glossary of LGBTQ+ terms has been included to use as a reference.

**DEFINITIONS:**

**Bisexual:** A person who is emotionally, physically, and/or sexually attracted to more than one gender or sexual category.

**Cisgender:** Describes someone who feels comfortable with the gender identity and gender expression expectations assigned to them based on their physical sex.

**Gay:** Term used in some cultural settings to represent males who are attracted to males in a romantic or emotional sense. This term can also apply to genders other than men.

**Gender:** A socially constructed concept classifying behavior as either "masculine" or "feminine" unrelated to one's external genitalia.

**Gender Expression:** A person's expression of their gender identity including appearance, dress, mannerisms, speech and social interaction.

**Gender Identity:** Distinct from sexual orientation and refers to a person's internal, deeply felt sense of being male, female, or non-binary.

**Gender Non-conforming:** Gender characteristics and/or behaviors that do not conform to those typically associated with a person's biological sex.

**Gender "Norms":** The expectations associated with "masculine" and "feminine" conduct based on how society commonly believes males and females should behave.

**Homosexual:** Sexual, emotional and/or romantic attraction to persons of the same sex.

**Intersex:** A condition in which a person is born with external genitalia, internal reproductive organs, chromosome patterns and/or an endocrine system that does not fit typical definitions of male or female.

**Lesbian:** Commonly refers to women typically attracted to other women.

**LGBTQ+:** Acronym used to include all those who have diverse sexual orientations and/or gender identities. The acronym includes those who identify as lesbian, gay, bisexual, transgender, queer and/or questioning and the "+" includes all others within the spectrum.

**Non-binary:** Term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may self-identify as falling somewhere in between man and woman, or they may define it as wholly different from these terms.



**Questioning:** Active process in which a person explores her or his own sexual orientation and/or gender identify and questions the cultural assumptions that they are heterosexual and/or gender conforming.

**Sex:** One's anatomical make-up, including external genitalia, chromosomes and reproductive system.

**Sexual Orientation:** Romantic and/or physical attraction to members of the same or different sex.

**Transgender:** A person whose gender identity (internal sense of feeling male or female) differs from their sex at birth, whether or not they have changed their biological characteristics. A transgender identity is not dependent upon physical appearance or medical procedures.

**Transgender Female:** A person whose birth sex was male, but understands herself to be and desires to live as a female.

**Transgender Male:** A person whose birth sex was female, but understands himself to be and desires to live as a male.



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



## PREA #2 (LGBTQ+)

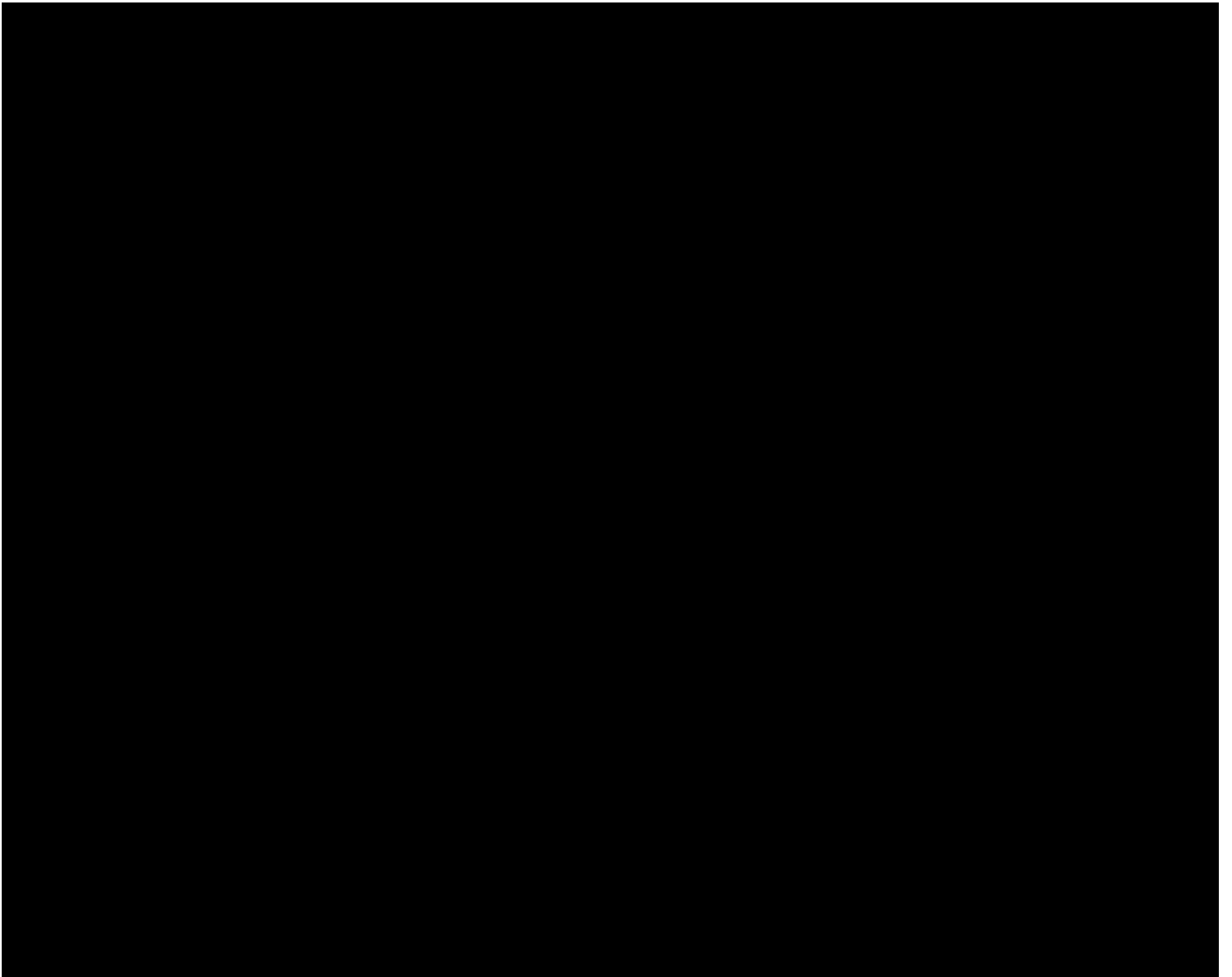
Topic #101

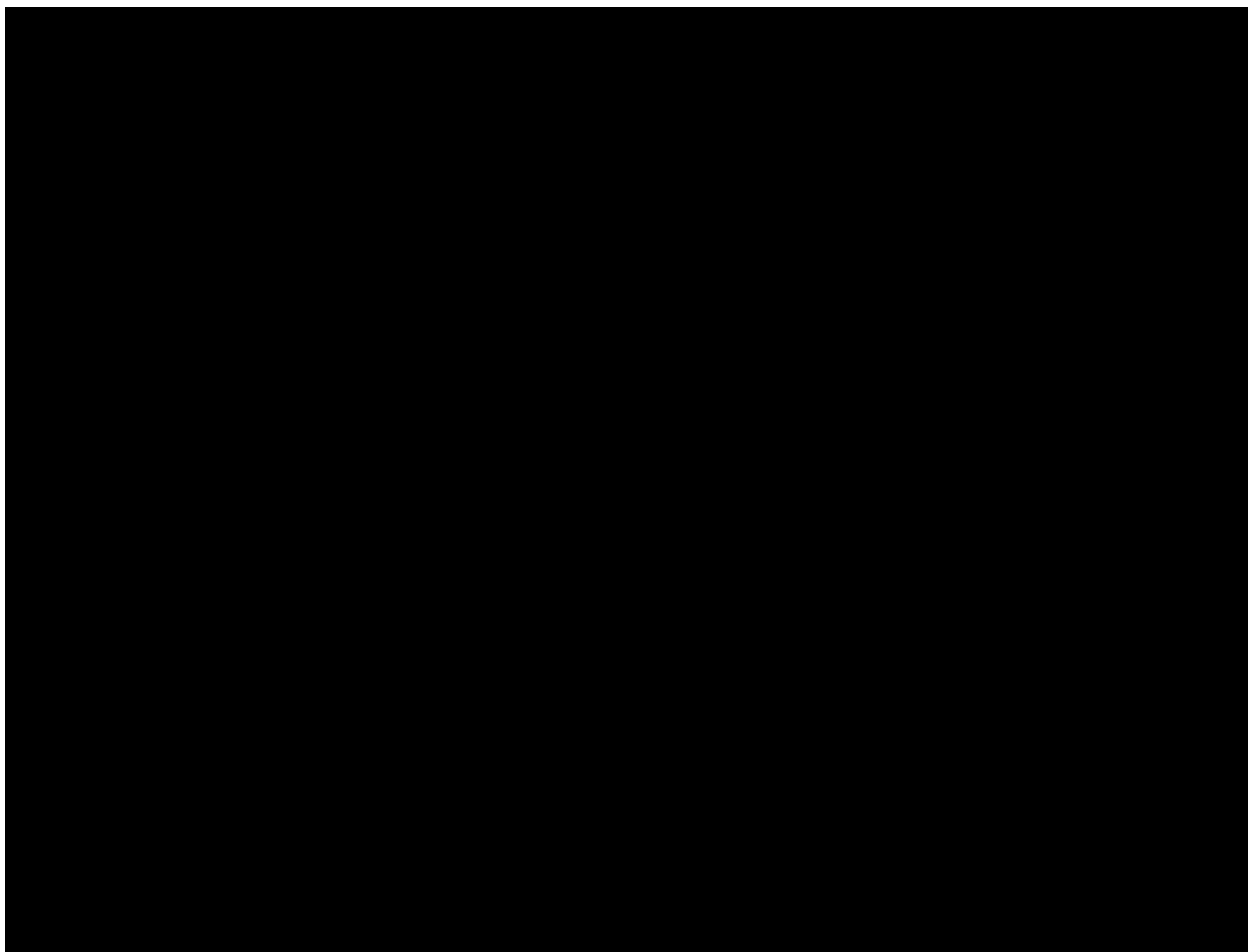


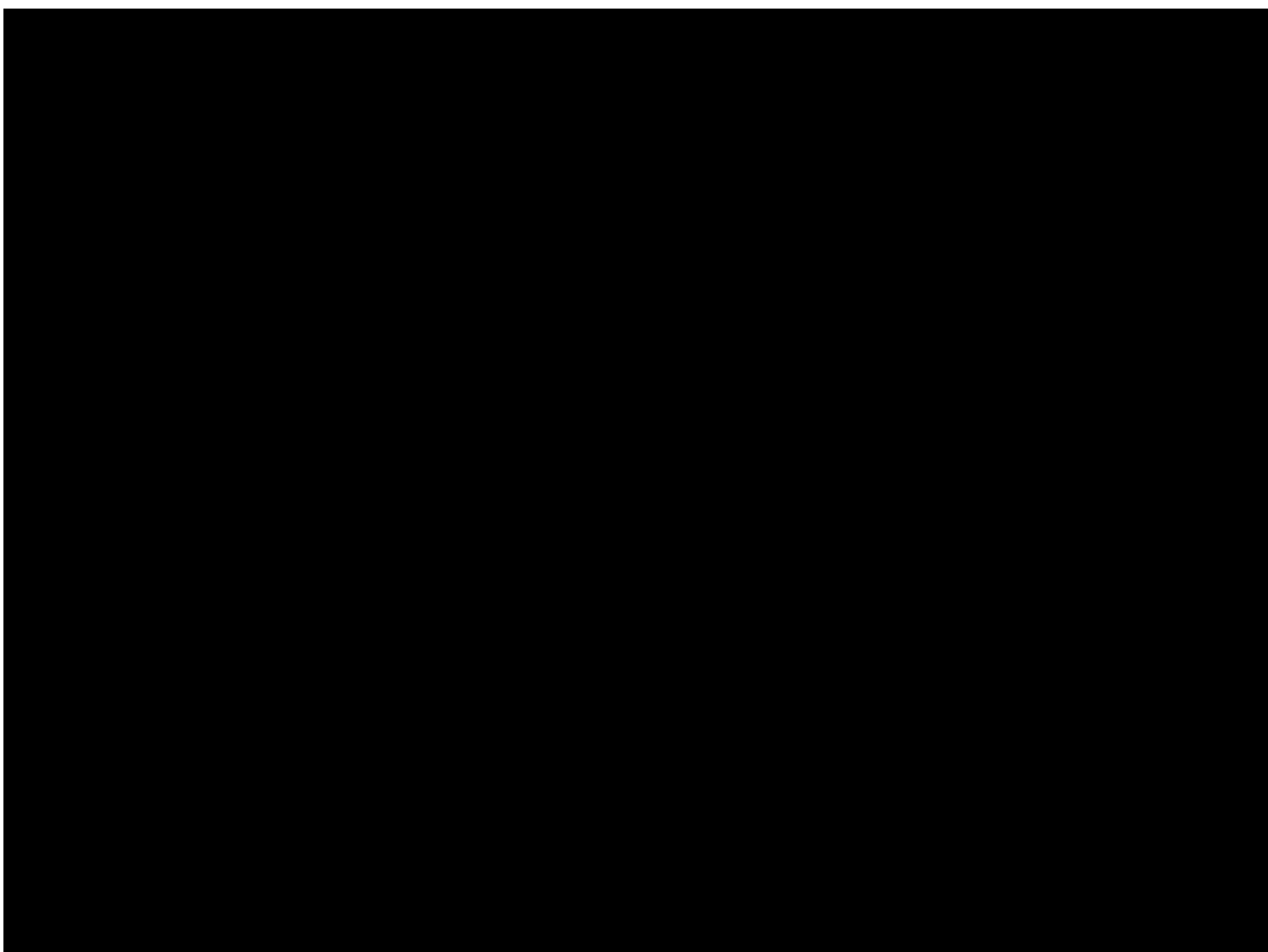
## Purpose

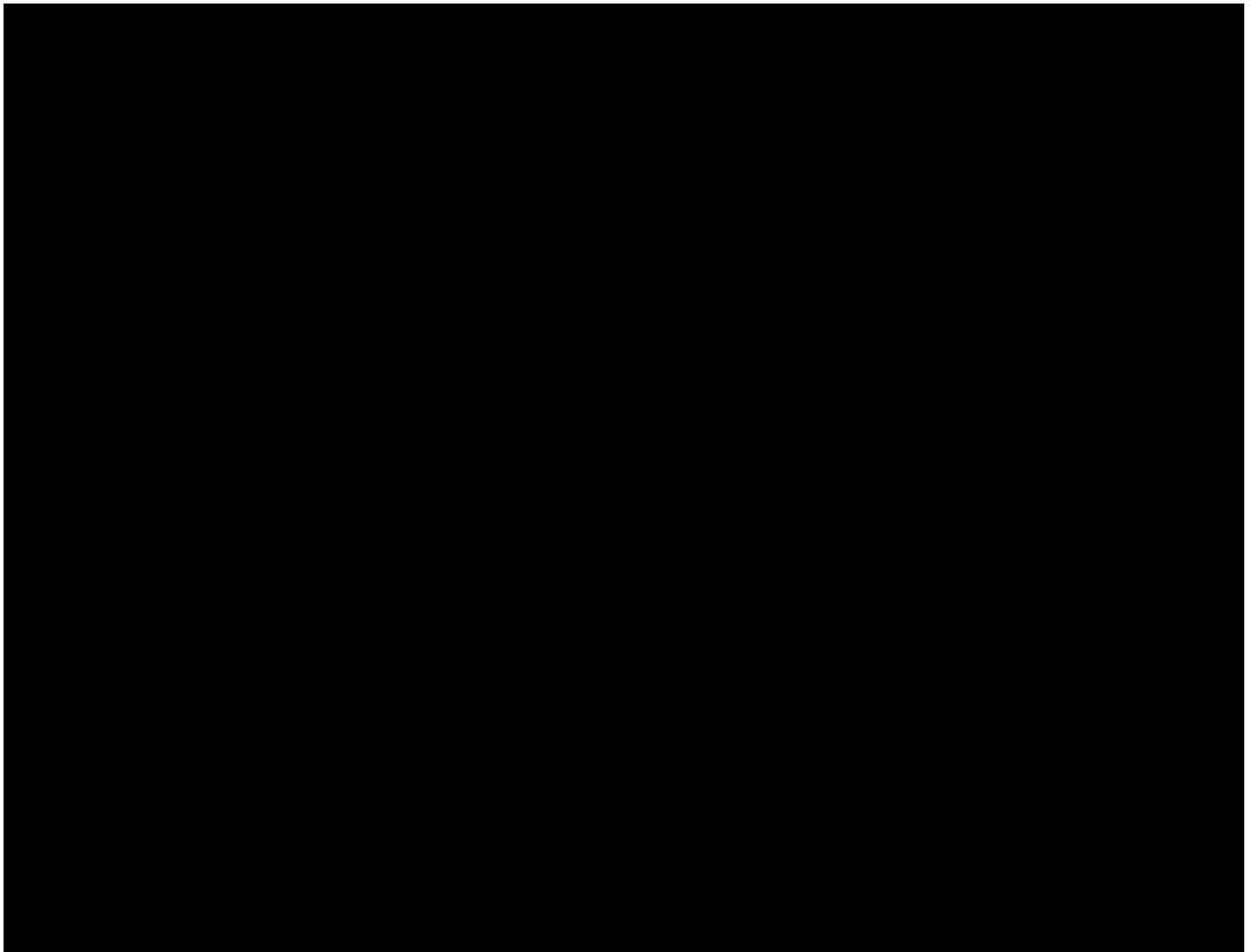


- To familiarize staff with the Prison Rape Elimination Act (PREA) in relationship to the LGBTQ+ community.
- Refer to Department P&P 6.127, Detention P&P sections F.16 and R.13 for further details.









# Professionalism

- We are expected to exude professionalism and respect in the course of our duties.
- Good communication is key.



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Non-Binary	They	Them	Theirs	They are speaking. I listened to them. The bag is theirs.

## Definitions



- Bisexual: A person who is emotionally, physically, and/or sexually attracted to more than one gender or sexual category.
- Cisgender: Describes someone who feels comfortable with the gender identity and gender expressions assigned to them based on their physical sex.
- Gay: Term used in some cultural settings to represent males who are attracted to males in romantic or emotional sense. This term can also apply to genders other than men.
- Gender: A socially constructed concept classifying behavior as either “masculine” or “feminine” unrelated to one’s external genitalia.

## Definitions Cont.



- Gender Expression: A person's expression of their gender identity including appearance, dress, mannerisms, speech and social interaction.
- Gender Identity: Distinct from sexual orientation and refers to a person's internal, deeply felt sense of being male, female or non-binary.
- Gender Non-Conforming: Gender characteristics and/or behaviors that do not confirm to those typically associated with a person's biological sex.
- Gender "Norms": The expectations associated with "masculine" and "feminine" conduct based on how society commonly believes males and females should behave.
- Homosexual: Sexual, emotional and/or romantic attraction to persons of the same sex.



## Definitions Cont.



- Intersex: A condition in which a person is born with external genitalia, internal reproductive organs, chromosome patterns and/or an endocrine system that does not fit typical definitions of male or female.
- Lesbian: Commonly refers to women typically attracted to other women.
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- Non-Binary: Term used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may self-identify as falling somewhere in between man and woman, or they may define it as wholly different from these terms.

## Definitions Cont.



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## Definitions Cont.

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