

## Safety

We believe in safety for the kids and families we serve. Part of this safety endeavor is to ensure that all clients are safe from sexual harassment, abuse and retaliation while they are in our care. We adhere to the federally mandated Prison, Rape Elimination Act (PREA) standards. This means if any youth or staff member is sexually abusive/assaultive or sexually harassing, we will investigate the allegation. The investigation will follow laws and rules that we have as an organization.

The standards are guided by the following practices:

We have a Zero Tolerance for Sexually Abusive/Assaultive and Sexually Harassing Behaviors.

- Zero-tolerance for sexual abuse and sexual harassment.
- Each resident's right to be free from sexual abuse and sexual harassment.
- The right of residents, employees, and volunteers to be free from retaliation for reporting sexual abuse and sexual harassment.
- The general dynamics of sexual abuse and sexual harassment in service facilities.
- The common reactions of child and juvenile victims of sexual abuse and sexual harassment.
- Detection and response to signs of sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between residents.
- Methods to avoid inappropriate relationships with residents.
- Effective and professional communication with resident, including gay, lesbian, bisexual, transgender, intersex, or gender non-conforming residents.
- Relevant laws related to mandatory reporting of sexual abuse to outside authorities.
- Relevant laws regarding the applicable age of consent.
- Detection, reporting and response guidelines and procedures.

Staff will help you to understand how:

- To be safe.
- Get help if you are sexually abused/assaulted or sexually harassed.
- Take the right steps to report if you are sexually abused/ assaulted or sexually harassed.

Family Resources Employees are responsible for adhering to procedures. All employees who have direct or indirect contact with our youth are required to report any suspected abuse as directed in the Iowa Child Abuse Mandatory Reporting Law