

**Title: A 115.311 f Agency Sanctions, Discipline and Intervention**

Agency DCC NRS Policies PREA Rules/Regulations/Standards	<b>Next Review:</b> 12/21/2025
	<b>Last Review:</b> 12/21/2022

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**Purpose:** To ensure the sexual safety of facility(ies) inmates and staff through a comprehensive agency wide approach to prevention, detection and response to sexual abuse and sexual harassment in all facilities operated or contracted by the Ninth Judicial District Court (aka Agency).

**Policy: Sanctions, Discipline for staff and youth relating to sexual abuse and harassment; including appropriate report to local law enforcement and licensing boards. Interventions exist for youth.**

**I. GENERAL**

- A. Agency Facilities shall create a Standard Operating Procedure consistent with this policy.
- B. Neither the agency nor any other governmental entity responsible for collective bargaining on the agency’s behalf shall enter into or renew any collective bargaining agreement or other agreement that limits the agency’s ability to remove alleged staff sexual abusers from contact with residents pending the outcome of an investigation or of a determination of whether and to what extent discipline is warranted.

**II. DISCIPLINE AND INTERVENTION**

**A. Discipline for Staff**

1. Staff who engage in sexual abuse or sexual harassment with a youth shall be prohibited from contact with youth, shall be subject to administrative or disciplinary action including termination, and may be reported to local law enforcement and any relevant licensing board.
2. The Facility Administration in coordination with DCHR shall provide information on substantiated allegations, or pending investigations of sexual abuse or sexual harassment, with a current or former employee, upon receiving a request from an institutional employer.
3. Violations of policy and procedure relating to sexual abuse or sexual harassment shall be dealt with on a case-by-case basis.
4. Any staff member who voluntarily resigns or is terminated due to sexual abuse or sexual harassment violations may be referred to local law enforcement for possible criminal action, as well as reported to the appropriate state licensing agency, if the incident was not previously reported.
5. All discipline shall follow the requirements of Chapter 2 of DCC, Nevada Revised Statute, Nevada Administrative Code as appropriate and any other applicable statutes.

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1. An employee may be disciplined for any cause listed in policy 2.02.100 of Douglas County District Attorney Codes and Personnel Regulations and in accordance with the Court Personnel Regulations section 7.0 Appeals and Hearings, by the appointing authority or supervisor by issuance of:
  - a. Written Warning letter
  - b. Written Reprimand
  - c. No Contact Assignment
  - d. Suspension
  - e. Demotion
  - f. Reduction in pay or
  - g. Termination

**C. Intervention for Contractors, Interns and Volunteers**

1. The Director/Chief or designee shall ensure any contractor or volunteer who has engaged in sexual abuse or sexual harassment of a youth shall be prohibited from any further contact with youth and be reported to law enforcement or relevant licensing bodies, as necessary.

**D. Intervention for Youth**

1. Youth with a substantiated case of sexual abuse or sexual harassment (which is not criminal) shall receive intervention or discipline and shall be conducted on a case-by-case basis based on the nature and circumstances of the acts committed by the youth.
2. Types of interventions may include treatment, counseling, and education.
3. Discipline may be used particularly if a youth has multiple substantiated cases or if all other interventions fail.
  - a. This shall be at the discretion of the Director/Chief or PREA Compliance Manager.
4. Youth shall be referred to local law enforcement for criminal prosecution when appropriate.
5. Youth who have been found to make unfounded allegations or allegations not in good faith may be subject to the facility's standard disciplinary procedures.
6. A youth's allegation found to be unsubstantiated shall constitute a report made in good faith and shall not result in any disciplinary actions.