

**Title: A 115.331 Agency Employee Training**

Agency Policies PREA Procedures Rules/Regulations/Standards Training	<b>Next Review:</b> 01/24/2026
	<b>Last Review:</b> 01/24/2023

**Printed copies are for reference only. Please refer to the electronic copy for the latest version.**

**Purpose:** Provide staff with a listing of those trainings and resources available to them to learn more about Prison Rape Elimination Act (PREA)

**Policy:** Facility staff, who have contact with youth, by position, must complete an initial training in PREA and will complete prescribed refreshers as necessary and as determined by PREA Coordinator in coordination with PREA Compliance Managers.

**Procedure:**

**I. GENERAL**

- A. Employees of facilities operated/contracted by the Douglas County District Court shall be trained in accordance with this policy.
- B. All facility employees, shall be trained in PREA standards before contact with youth and at a minimum, every year.
  - 1. In years in which an employee does not receive refresher training, the agency shall provide refresher information on current sexual abuse and sexual harassment policies.
- C. Initial training may be face-to-face, online, or conducted through videoconferencing.
- D. Refresher or annual training may include online training or individual training.
- E. All trainings shall include an employee signature or electronic verification employees understand the training they received.
- F. Facility’s PREA Compliance Manager shall keep records of dates staff training occurred.
- G. Facility’s PREA Compliance Manager shall ensure staff receive a refresher training, at a minimum, once a year.
- H. This data shall be provided to the Agency PREA Coordinator.
- I. Such training shall be tailored to the unique needs and attributes of residents of juvenile facilities and to the gender of the residents at the employee’s facility.
- J. The employee shall receive additional training if the employee is reassigned from a facility that houses only male residents to a facility that houses only female residents, or vice versa.

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- A. Zero tolerance policy for sexual abuse and sexual harassment;
- B. How to fulfill their responsibilities under agency sexual abuse and sexual harassment prevention, detection, reporting, and response policies and procedures;
- C. Youth's right to be free from sexual abuse and sexual harassment;
- D. The right of the youth and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
- E. The dynamics of sexual abuse and sexual harassment in confinement;
- F. The common reactions of sexual abuse and sexual harassment by juvenile victims;
- G. Compliant practices for residents with disabilities, limited reading, and those with limited English proficiency. How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between youth;
- H. How to avoid inappropriate relationships with youth;
- I. How to work with and communicate effectively and professionally with youth, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming youth per NRS 62B.250;
- J. Relevant laws regarding applicable age of consent;
- K. Mandatory reporting laws per the Child Abuse and Neglect Reporting and Investigation Policy;
- L. Gender-responsive training; and
- M. Unique needs and attributes of youth in facility settings.

**III. EMPLOYEE MINIMUM TRAINING**

- A. Includes the following topics to be covered with copies provided to the volunteer/contractor:
  - 1. Prison Rape Elimination Act Background
  - 2. Prison Rape Elimination Act Juvenile Facility Standards
  - 3. Zero Tolerance Policy
  - 4. Reporting requirements
  - 5. Youth relationships
  - 6. Communication
  - 7. Signing of PREA Signature Form
  - 8. Signing Training Acknowledgement Form

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- A. Initial
  - 1. Statement form will be signed prior to beginning volunteer work or contract services.
- B. Yearly
  - 1. Will be required prior to renewal of contracts and renewal of volunteer services.
- C. Document will be kept in the background file.

**V. ADVANCED PREA TRAINING COMPONENTS**

- A. Recognizing an allegation is criminal or administrative
- B. Interviewing Juveniles
- C. Interviewing Juvenile victims of sexual abuse/harassment
- D. Investigations in confinement settings
- E. Use of Garrity
- F. Sexual abuse evidence collection in confinement settings

**VI. NATIONAL INSTITUTE OF CORRECTIONS (E-Learn Classes see links below)**

- A. You must make an account to use NIC Learning Platform
- B. PREA Your Role in Responding to Sexual Abuse
- C. PREA Medical Health Care for Sexual Assault Victims in a Confinement Setting
- D. PREA Coordinators Roles and Responsibilities
- E. PREA Audit Process and Instrument Overview
- F. PREA Behavioral Health Care for Sexual Assault Victims in a Confinement Setting
- G. PREA Investigating Sexual Abuse in a Confinement Setting
- H. Communicating Effectively and Professionally with LGBTI Offenders
- I. Respectful Communication with LGBTQI Youth
- J. PREA Investigating Sexual Abuse in a Confinement Setting Advanced Investigations
- K. PREA 201 for Medical and Mental Health Practitioners

**VII. NICIC**

- A. Curriculum: Investigating Allegations of Staff Sexual Misconduct with Offenders a Facilitator's Guide
- B. Implementing the Prison Rape Elimination Act: Toolkit for Juvenile Agencies and Facilities
- C. Investigating Allegation of Staff Misconduct with Inmates Lesson Plans
- D. NIC PREA Training Courses
- E. PREA Inmate Education Video in English
- F. PREA Inmate Education Video in Spanish
- G. PREA Spanish Video with Subtitles
- H. PREA What you need to Know
- I. Standing up to Sexual Misconduct: An Advocacy Toolkit to End the Sexual Abuse of Children in Juvenile Facilities

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**VIII. PREA RESOURCE CENTER RESOURCES/CLASSES**

- A. PREA Academy (subject to offering)
- B. Upcoming Webinars
- C. Past Webinars
- D. Resource Library
  - 1. Specialized Training Standard 115.34
  - 2. Cultures of Safety
  - 3. Power Hour Chat with a PREA Expert
  - 4. Dynamics of Sexual Abuse in Confinement
  - 5. PREA Standards in Focus (various)
  - 6. Sexual Assault Incident Review
- E. DOJ FAQ

**References**

[National Institute of Corrections E-Learn](#)  
[National PREA Resource Center](#)  
[National PREA Resource Center Library](#)  
[National PREA Resource Center FAQ](#)  
[NICIC PREA Training](#)  
[Agency PREA Signature Form](#)  
[Agency Training Signature Form](#)