

ZERO TOLERANCE

WE HAVE ZERO
TOLERANCE FOR
SEXUAL ABUSE
AND HARASSMENT.

CONTACT INFORMATION

NEW BEGINNINGS CENTER

Program Director
1601 Milwaukee Avenue NE
Aberdeen, SD 57401
605-262-5300

CANYON HILLS CENTER

Program Director
2519 Windmill Drive
Spearfish, SD 57783
605-559-3500

SUMMIT OAKS CENTER

Program Director
621 East Presentation Street
Sioux Falls, SD 57104
605-221-2346

ARISE YOUTH CENTER/EAST

Program Director
621 East Presentation Street
Sioux Falls, SD 57104
605-221-2346

ARISE YOUTH CENTER/WEST

Program Director
3505 Cambell Street
Rapid City, SD 57701
605-716-1837

AGENCY PREA COORDINATOR

STACI JONSON
Senior Director
Children And Youth Services
621 East Presentation Street
Sioux Falls, SD 57104
605-389-8468 • Staci.Jonson@LssSD.org

PREA Employee's Guide

WHAT IS PREA?

PREA guidelines establish zero tolerance standards for any sexual activity towards others. Lutheran Social Services (LSS) policy specifically forbids any activity associated with or that promotes acts of sexual conduct, including sexual harassment between resident and staff. In this definition, staff includes: contractors, volunteers or representatives of LSS. A resident means someone placed in an LSS residential program.

Sexual misconduct can be defined as behavior of a sexual nature. The result is a breach of the professional relationship that exists between staff and a resident. Sexual misconduct distinctly alters the boundary between professional roles and personal relationships. Forms of sexual misconduct include, but are not limited to:

- Attempts to engage in a sexual act with any resident's genitalia, inner thigh, breast and/or buttocks with the intent to abuse, humiliate, harass, degrade, arouse, or gratify the sexual desire of another person.
- Any solicitation of sexual activity through promises of favors and/or threatening a resident for refusing sexual advances.
- Invasion of privacy beyond what is reasonably necessary for safety and security, including disrespectful, unduly familiar, or threatening comments made to residents.

BOUNDARIES

Boundaries in relationships can be difficult. If you question your professional boundaries with a youth or feel uncomfortable with their actions or advances toward you, document it in an incident report and bring this matter to the attention of your supervisor.

Amorous or sexual relationships are inappropriate and illegal when they occur between a resident and any staff member, contractor, representative, or volunteer. Residents depend upon staff to provide their care, ensure their safety, address their health care needs, supervise their work and treatment, and act as role models for socially-acceptable conduct. Because of the difference in power between residents and staff, there can never be a consensual relationship between the two entities. Here are some factors to consider.

Some residents have a history of victimization, particularly in their formative years, which may make them especially vulnerable to the sexual overtures of persons in positions of authority. Their perception of affection/love may be skewed by this background of abuse, making it impossible for them to refuse the advance of a staff member.

In some instances, particularly for female youth, their survival in the community has been directly related to using their sexuality to obtain the means to support themselves. Coupled with low self-esteem, this carries over into their conduct in facilities.

Occasionally a youth tries to use sex to improve their standing or circumstances (e.g., avoid disciplinary action, gain privileges, etc.) However, as the person in authority, it is the staff member's responsibility to discourage and refuse any overtures as well as maintain professional boundaries at all times.

Any effort to prevent a person from reporting an incident or retaliation by any staff or resident against any person reporting such activity will be dealt with through the disciplinary process.

HOW DO YOU REPORT?

There are multiple ways to report incidents of sexual abuse, sexual harassment or staff sexual misconduct. Access to information that is reported will be limited to those who need to know. See LSS Employee Manual for Harassment Policy and Child Abuse/Neglect Policy. See Volunteer Manual for Harassment and Child Abuse Reporting Procedures. Tell a Supervisor or a Program Director/Manager.

Chain of Command

Tell a Supervisor or a Program Director.

Department of Social Services

You may contact Child Protection Services:
700 Governors Drive #2
Pierre, SD 57501
1-877-244-0864

Agency PREA Coordinator

Tell the PREA Coordinator either in person, via email or voice mail.

Disability Rights South Dakota provides advocacy and support for individuals with disabilities to prevent and/or address abuse and neglect. Reports can be made to them using the information below.

South Dakota Advocacy Services

221 South Central
Pierre, SD 57501
1-800-658-4782

EVEN IF IT IS JUST A GUT FEELING, REPORT.

IF YOU THINK SOMETHING DOESN'T SIT QUITE RIGHT, REPORT....

THE BOTTOM LINE IS REPORT.