

Community Partners in Action
PREA: Sexual Harassment/Sexual Abuse Activity History

Date	Program Type	Issue	Outcome
2/2011	Juvenile	Sexual Harassment/Hostile work Environment – allegation that male staff made inappropriate comments/proposition of a sexual nature to female staff	Allegations partially substantiated <ul style="list-style-type: none"> • Documented warning to file • Required Sexual Harassment training
3/2011	Juvenile	Sexual Harassment/Hostile Work Environment – allegation that male staff made inappropriate comments of a sexual nature towards female staff	Allegations partially substantiated <ul style="list-style-type: none"> • Documented warning to file • Required Sexual Harassment training • Male staff voluntarily resigned shortly after the incident
3/2012	Juvenile	Sexual Harassment/Hostile Work Environment – allegations of sexually harassing behavior (prank calls, talking video) by female staff towards male supervisor	Allegations partially substantiated <ul style="list-style-type: none"> • Substantiated video, unable to substantiate calls. • Female staff terminated
6/2012	Juvenile	Sexual Harassment/Hostile work Environment – allegation that male manager made inappropriate comments of a sexual nature to/about female staff	Allegations partially substantiated <ul style="list-style-type: none"> • Documented warning to file • Required Sexual harassment training
6/2012	Juvenile	Sexual Harassment/Hostile Work Environment – allegation that male staff allowed and engaged in a client conversation about female staff that was sexually degrading	Allegations substantiated <ul style="list-style-type: none"> • Documented warning to file • Required sexual harassment training • Staff member transferred to different program
6/2012	Adult	Sexual Harassment/Hostile Work Environment – allegation that male manager making inappropriate comments of a sexual nature/to/about female staff	Allegations substantiated <ul style="list-style-type: none"> • Documented warning and work plan to file • Required sexual harassment training

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8/2013	Juvenile	Sexual Harassment/Hostile Work Environment – allegations of staff spreading rumors about staff relationships and behaviors	<p>Allegations substantiated</p> <ul style="list-style-type: none"> • Documented warning to file • Required sexual harassment training for staff initiating rumors • Cease and desist memo to program staff • Boundaries/harassment training conducted for all staff
11/2013	Juvenile	Sexual Harassment/Hostile work environment – allegation that male staff pursuing female staff despite directions to immediately cease.	<p>Allegations substantiated</p> <ul style="list-style-type: none"> • Documented warning to file • Required sexual harassment training
4/2014	Adult	Sexual Harassment – allegation that male staff provoked and propositioned a client	<p>Allegations partially substantiated</p> <ul style="list-style-type: none"> • Staff admitted to provoking client • Staff suspended during investigations; allegations of propositioning client unsubstantiated • Staff returned to work with memo to file regarding boundaries and professionalism • Meeting scheduled with all staff to discuss reporting responsibilities, and implications on program/clients/and staff when issues are not reported
6/2014	Juvenile	Abuse – allegation that male staff closed clients arm in door	<p>Allegations not substantiated</p> <ul style="list-style-type: none"> • Staff suspended during investigation
10/2014	Juvenile	Harassment/Boundaries – allegation that male staff violated boundaries by requesting personal information from client, playing with her hair and inappropriate horse play with female clients.	<p>Allegation partially substantiated</p> <ul style="list-style-type: none"> • Staff suspended during investigation • Staff admitted to inappropriate boundaries and physical contact with client • Staff submitted resignation prior to completion of investigation
3/2015	Juvenile	Abuse – allegation that male staff verbally and physically abused a client during a restraint.	<p>Allegations partially substantiated</p> <ul style="list-style-type: none"> • Staff suspended during investigation • Camera review substantiated that physical restraint could have been managed better. • Verbal comments during restraint not substantiated. • Staff resigned during investigation.

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4/2015	Juvenile	Harassment – allegation that male staff verbally harassed client regarding sexual orientation	Allegations partially substantiated <ul style="list-style-type: none">
9/6/15	Juvenile	Harassment – allegation that female staff made inappropriate comments to male client	Allegations substantiated <ul style="list-style-type: none"> Staff suspended for two days Staff participated in PREA refresher and Sexual Harassment training
2/2016	Juvenile	Harassment/Hostile Work Environment – allegations that female staff verbally harassed and bullied a client.	Allegations substantiated <ul style="list-style-type: none"> Staff suspended during investigation Staff terminated
12/2017	Adult	Sexual Harassment – allegations from a male client that he was touched inappropriately	Allegations unsubstantiated <ul style="list-style-type: none"> Client did not see who touched him No witnesses to substantiate the incident Client reported incident to staff after leaving the program Staff did not immediately report resulting in discipline
5/2018	Adult	Sexual Harassment – allegations that male staff touched client inappropriately	Allegations partially substantiated <ul style="list-style-type: none"> Staff admitted to touching client arm Camera substantiated staff touching client arm and imposing on personal space Staff denied touching other client body parts, camera did not substantiate staff touching other client body parts Staff initially suspended then relocated to another program until client discharge
1/2019	Adult	Sexual Harassment – allegation that male staff made a sexual demand of a client	State Police investigation complete and closed DOC will be investigating.
5/2021	Adult	Sexual Harassment – allegation that female staff was previously in a relationship with a former client including physical contact.	Allegation partially substantiated <ul style="list-style-type: none"> Facebook messenger screenshots substantiate that boundaries were crossed by staff and that there was an inappropriate personal relationship Allegation of physical contact unsubstantiated. <ul style="list-style-type: none"> Client has not provided written statement No witnesses – staff and resident interviews did not

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			<p>provide insight</p> <ul style="list-style-type: none"> Female staff indicated knowledge of the client who may have made a complaint when originally suspended (with pay). Suspension converted to unpaid following receipt of screen shots. Female staff resigned after learning that suspension was unpaid due to concerns surfaced during investigation. Did not have opportunity to interview staff.
9/2021	Adult	Harassment/Hostile Work Environment – allegation that male staff was harassing female staff, going above and beyond to know what she was doing at work - criticizing her attire/perfume and talking about her to staff and clients; watching her on the program surveillance cameras; criticizing her performance in group texts	<p>Allegation partially substantiated</p> <ul style="list-style-type: none"> Male staff stated that concern is for safety and security of clients and program only <ul style="list-style-type: none"> Admitted to comments about complainant's attire and perfume as he found them inappropriate; a client provided a statement about discomfort experienced by the male staff's comments; Denied watching the female staff on camera; unable to substantiate allegation Admitted to one instance of criticizing performance in group text; manager attested to more than one instance Residential Manager attested to multiple incidents of male staff critiquing complainant's performance in the staff group text PM addressed the inappropriateness of photo taken by male staff as evidence of complainant's inappropriate attire Male staff suspended for two days; received Written Warning Schedules revised so that that the male and female staff do not work together or provide shift relief.
4/2022	Adult	Harassment – allegation that male staff opened the shower curtain on male resident alleging that he was smoking	Allegation not substantiated
5/2022	Juvenile	Harassment/Hostile Work Environment – allegation that male staff has on more than	<p>Allegation substantiated</p> <ul style="list-style-type: none"> Male staff acknowledged that at times he may have gotten

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		one occasion made inappropriate and at time intimidating comments in front of youth and to female staff	too comfortable but that he could change. <ul style="list-style-type: none">• Decision to terminate based on feedback from multiple staff
6/2022	Juvenile Cotton/SK	Harassment	

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