

**STATE OF NEVADA  
DIVISION OF CHILD AND FAMILY SERVICES**

**PRISON RAPE ELIMINATION ACT STAFF ACKNOWLEDGMENT**

**Print Name:** \_\_\_\_\_

**By signing this form, you are stating that you are aware of all policies and procedures governed by the Division of Child and Family Services and the United States Department of Justice Prison Rape Elimination Act of 2003.**

In accordance with the Prison Rape Elimination Act of 2003, the Department of Juvenile Justice (DJJ) and the Division of Child and Family Services (DCFS) has a zero tolerance policy for sexual abuse and sexual harassment of any youth in custody. This includes youth on youth sexual abuse or sexual harassment and staff on youth sexual abuse or sexual harassment. DCFS will have all reported incidents of sexual abuse and sexual harassment investigated, will address the safety and treatment needs of all youth involved in sexual abuse or sexual harassment, and will discipline and prosecute those who violate this policy.

**ANY** employee, volunteer, contractor, vendor, or intern must accept any information from a youth regarding sexual abuse or sexual harassment. Employees will immediately report the information to their supervisor and follow first responder procedures. Volunteers, contractors, vendors, or interns will immediately report the information to any facility staff. All individuals are legally bound to immediately report the information for further actions, which include criminal and/or administrative investigation, medical and/or mental health treatment, separation of the alleged victim and the alleged perpetrator, collection of evidence, and other necessary protocols. Time is of the essence in reporting sexual abuse.

The definition of sexual abuse includes engaging in, or attempting to engage in, a sexual act with any youth or the intentional touching of a youth's genitalia, anus, groin, breast, inner thigh, or buttocks, with the intent to abuse, humiliate, harass, degrade, arouse, or gratify the sexual desire of any person. Sexual acts or contacts between a youth and youth or a staff member and youth, even when no objections are raised, are always illegal, and by law, considered non-consensual.

**Sexual abuse by ANY** employee, volunteer, contractor, vendor, intern, or another resident includes any of the following acts, with or without consent of the youth:

1. Contact between the penis and the vulva or the penis and the anus, including penetration, however slight;
2. Contact between the mouth and the penis, vulva, or anus;
3. Contact between the mouth and any body part with intent to abuse, arouse, or gratify sexual desire;
4. Penetration of the anal or genital opening, however slight, by a hand, finger, object, or

other instrument with the intent to abuse, arouse, or gratify sexual desire;

5. Any other intentional contact, either directly or through the clothing, of or with the genitalia, anus, groin, breast, inner thigh, or the buttocks with the intent to abuse, arouse, or gratify sexual desire;
6. Any attempt or threat to engage in the activities described in #1 - #5;
7. Any display of his or her uncovered genitalia, buttocks, or breast in the presence of a youth, and
8. Voyeurism.

**Sexual harassment by ANY** employee, volunteer, contractor, vendor, intern, or another resident includes any of the following acts, with or without consent of the youth:

1. Repeated or unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one youth directed toward another; and
2. Repeated or unwelcome verbal comments or gestures of a sexual nature to a youth by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

**Sexual Misconduct by ANY** employee, volunteer, contractor, vendor, or intern includes any act of sexual abuse and/or sexual harassment as defined herein.

I have read and understand the Sexual Abuse and Sexual Harassment Policy:

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Signature \_\_\_\_\_ Date \_\_\_\_\_

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Witness Signature \_\_\_\_\_ Title \_\_\_\_\_ Date \_\_\_\_\_