

## PREA SCENARIO EXERCISES

### Exercise Objectives and Core Capabilities

The following exercises can be incorporated into your current PREA training curriculum or used during staff meetings to challenge staff on varying intervals on their PREA knowledge and demonstrate core capabilities of the PREA Standards, which are distinct critical elements necessary to achieve PREA Compliance. **Your PREA Administrator should serve as the Evaluator to evaluate responses and provide feedback on each exercise response type.**

### Exercises: Understanding PREA Standards in Practice

#### SCENARIO 1

A Chef employed at a Residential Program observes Resident A, a transgender youth who is participating in the facility's culinary program, hiding a kitchen knife under his shirt. Resident A quickly leaves the kitchen area and walks into the resident dormitory in possession of the knife.

- a. What should the employee Chef do?
- b. Who should conduct a search of Resident A?
- c. Describe how the search of Resident A should be conducted?
- d. What, if anything, should be done upon recovering the knife?
- e. What reports or paperwork should be completed upon completion of the search?

#### SCENARIO 2

Resident B, a resident at a secure care facility, privately reports to a Teacher, that he is in imminent fear of being sexually abused by Resident C, who is currently in an adjoining classroom. Resident B further details how he was sexually assaulted last night by Resident C in the dormitory?

- a. What steps must the teacher take regarding the reports by Resident B?

- b. What steps must be taken to secure any evidence regarding the sexual assault?
- c. Who is responsible for securing any such evidence?
- d. What resources, medical or otherwise, are available for Resident B? Resident C? How are these resources made available and communicated to Resident B? Resident C?
- e. What action should be taken relative to Resident C?

### **SCENARIO 3**

The hypothetical situation to do spot checks with my employees. The situation is simple with 4 important pieces of info: A juvenile just pulled you aside in recreation and told you that:

- 1) 10 minutes ago
- 2) he was raped
- 3) in the shower
- 4) by another resident.

Tell me everything you will do.

### **SCENARIO 4**

I'm a 15-year-old boy and during class my pencil lead broke and we could not find it. The class goes to gym and I'm wearing tee shirt and gym shorts. The female assistant supervisor pulls me out of gym and is upset about the missing lead. She proceeds to pat search me in the hall and her ring scratches my inner thigh. No lead is found and she's still mad. I return to gym and later I ask to speak with an officer. I explain I've been patted down many times and that was the first time by someone of the opposite sex. It's also the first time I sustained a visible mark.



What are you going to do? And follow up, what will the supervisor do with this report.

### **SCENARIO 5**

Red flag scenarios where you describe something that just doesn't quite look right, someone talking alone with a juvenile that just doesn't seem on the up and up.

You notice that a fellow staff member has been talking with a resident of the opposite gender in the hallway. The area is not covered by cameras and all staff know it. What will you do? To whom will you report?

### **SCENARIO 6**

A twist on the hypothetical situation:

A juvenile just pulled you aside in recreation and told you that:

- 1) another resident has
- 2) threatened to rape him
- 3) in the shower
- 4) as soon as gym is over and we all go back to the pod.

Tell me everything you will do.

## **Exercises: Unfounded, Unsubstantiated or Substantiated**

### **SCENARIO 1**

A third-party resident (Resident A) reports that she heard from someone else (Resident B) that two other girls (Residents C and D) were kissing and Resident C touched Resident D's breast.

- Both girls (C and D) are 15
- Both deny any allegation that they kissed or touched
- PREA Investigators met with both girls, they deny allegations again
- No first-hand witnesses, including reporting female resident (A)
- Source of allegation information (B) denies seeing anything, just heard talk on the unit
- No video available of the area

### **SCENARIO 2**

A resident alleges that Officer A came into her cell and had her perform oral sex on him.

- Surveillance video shows the officer entering her cell
- Evidence was collected from the clothing of the victim which, when tested, matched the officer's DNA

### **SCENARIO 3**

A resident alleges that Officer A took him into the janitor's closet near the gym and forced him to perform a sexual act.

- Evidence was found on neither the alleged victim nor the alleged abuser.
- Cameras monitoring the door to the closet show that two officers went into the closet at different times during the day of the allegation, but neither were Officer A, and neither took residents in.

Resident had been cited for rule violations twice in the last two weeks by Officer A, which had resulted in the resident losing a meal visit with his parents.



## **Exercises: Extended Narrative Scenarios**

### **SCENARIO 1**

During intake, a staff member is administering the screening for risk of victimization and abusiveness on new resident, at your juvenile correctional facility. When asked if he had ever been sexually abused in the past, the 13 year old male states that he was sexually touched by a male staff member at the county juvenile detention facility from which he just came. This happened on three separate occasions in the past six weeks. Your staff member stops the screening and immediately calls the PREA Compliance Manager and the PREA Investigator in the facility. The PREA Compliance Manager notifies the Superintendent and your agency's PREA Coordinator.

The PREA Investigator immediately interviews the new resident who gives specific information as to the day these abuses happened, the time of day, the locations where the incidents happened, and the name of the staff member, in the juvenile detention center. The resident reports that the staff member touched his penis on these three separate occasions and made sexual remarks to him.

The PREA Investigator tells the Superintendent that he believes something happened and there may be something to the resident's allegation. The Superintendent says she will call the Superintendent of the Juvenile Detention Center.

When your Superintendent calls the juvenile detention center Superintendent, the Detention Superintendent is very defensive and states his facility has had problems with this resident in the past and that the resident is a chronic liar and has a mental illness. He says that he will investigate the allegation, but this all a waste of his time.

Your Superintendent says her staff member, who first received the information, also has to call the Child Protective Services Hotline since the incident involves a caretaker.

The Detention Superintendent says to your Superintendent, "Let me remind you that my brother is one of the Deputy Directors of your agency. Have a good day."



- a. What should the Superintendent do next?
- b. Besides the staff member reporting to the Child Protective Services Hotline, should the Superintendent call the law enforcement agency in the county in which the juvenile detention center is located and the resident's attorney or juvenile probation officer?
- c. What should your Superintendent do about the remark the detention Superintendent made regarding his brother being a Deputy Director in your agency?

NOTE: This juvenile detention center has never had a PREA Audit. The County Attorney says only state and federal agencies are mandated to have PREA audits. The attorney for the Sheriff's Association in the state reported that locally operated jails and juvenile detention centers cannot be penalized for not having a PREA audit. As a result, the Juvenile Detention Center does only the minimum of what is required under PREA. There is no PREA Investigator or PREA Coordinator or PREA Compliance Manager in the facility.

## **SCENARIO 2**

During visitation on a Sunday afternoon, a female counselor asks the housing unit supervisor if she can take resident Bobby G. to the school so he can help her carry some things. (This resident is not having a visit that day.) The supervisor agrees and counselor and resident go off to the school building. Being a Sunday, the school building is closed, but the counselor has a key and she and resident Bobby G. go inside. After approximately 20 minutes, the counselor and the resident exit the school and return to the housing unit.

That evening, the Bobby G. tells resident Gary H. that when he and the counselor went to the school they had sex in a storage room.

The next morning, Gary H. is feeling jealous and tells a youth supervisor what Bobby G. told him the night before.



The youth supervisor immediately calls the Shift Supervisor reports the allegation. The Shift Supervisor calls the PREA Compliance Manager who calls the Facility Director and the PREA Investigator.

The PREA investigator takes Bobby G. to his office where Bobby G. reports exactly what he told Gary H. He said it was the counselor's idea and he went along with it. Since Bobby G. is over 18 he figured he was a consenting adult. He does not want the counselor to get in any trouble.

After the PREA investigator talks to Bobby G., he and the PREA Compliance Manager meet with the Superintendent. The Superintendent calls the Treatment Team Supervisor and tells her he wants to see her and the counselor in his office immediately. The Superintendent tells the PREA Investigator and the PREA Compliance Manager to review all the video tapes from Sunday afternoon and to interview the Housing Unit Supervisor who was working then.

When the Treatment Team Supervisor and the counselor came to the Superintendent's office, he informed them of the allegation and told the counselor she was being placed on paid administrative leave until the investigation was completed. The counselor began to cry and denied any sexual contact with Bobby G. She reported that she needed help with boxes of party supplies that had to be returned to the school. They were in the school for 20 minutes because she was not sure which storage room holds the party supplies. She was very upset about this allegation. She said she was married less than a year ago and is very happy. She asked if she needed to get a lawyer and she worried about what her husband will think or say. The Superintendent told her that he has to report this allegation to the Child Protective Services Hotline and the State Police and that he was sure one or both of those agencies would probably interview her.

When the State Police interviewed Bobby G. the resident told the detective in great detail what happened. During the conversation Bobby G. asked if the counselor was going to get in trouble. He also said he would take a polygraph test to show he was telling the truth. The detective said he could arrange it, if that is what Bobby G. wanted.

A few days later, the detective came to take Bobby G. to the State Police Post for a polygraph. As the polygraph examiner was preparing Bobby G. for the exam, the



resident began to shake and started to cry and said the counselor and he did not have sex in the school as he reported. He just wanted to make the other residents jealous since they had been teasing him about not having a girlfriend. The examiner continued with the exam and when asked if he lied about the allegation the resident said he did and the exam confirmed the response as “true.”

- a. How would you rate the facility’s response to this allegation?
- b. What would you do differently if this happened in your agency?
- c. What can be done to prevent such an allegation in the future?
- d. Should the State Police have administered the polygraph?
- e. Would your facility discipline the resident for making a false allegation?

### **SCENARIO 3**

As the male residents were standing in the lunch line, waiting to go into the dining hall, resident Charlie L. asked the youth counselor for permission to use the bathroom which was near the end of the line. The youth counselor agreed and as the resident went into the restroom, a second resident, Billy K., at the end of the line, slipped into the restroom at the same time. The residents were in the restroom for a short period and when the line started to move into the dining hall Charlie L. and Billy K. came out of the restroom and got back into line without being noticed.

After school Charlie L. told his youth counselor that Billy K. told him to go into the bathroom when they were in the lunch line and that he would sneak in at the same time and that he wanted Charlie L. to have sex with him. Billy K. said if Charlie L. refused he would be beaten “Billy’s Boys.”

The youth counselor notified the shift supervisor who called the Superintendent, the PREA Compliance Manager, and the PREA Investigator. The shift supervisor told the youth counselor to take Charlie L. to the nurse for a preliminary exam and to see if a forensic exam would be needed. The shift supervisor then moved resident Billy K. to another housing unit.

When the PREA Investigator interviewed Billy K. he said that he and Charlie L. did have oral sex in the rest room, but that that idea was Charlie’s and that it was



completely consensual. He said he thinks that Charlie just got scared and “chickened-out.”

Charlie L. was taken to the local hospital where a Sexual Assault Nurse Examiner found no evidence of anal or oral sex.

When Charlie L. was interviewed by the PREA Investigator, he repeated what he told the youth counselor. He said Billy K. had threatened to have him beat up if he did not have oral sex with Billy K.

The Superintendent called the local Police Department and asked for an investigation.

After an investigation, the law enforcement agency confirmed that the residents did engage in a sexual act, but it could not be determined if the act was consensual or forced. The county prosecutor declined to prosecute.

- a. What would be the finding of the facility’s PREA investigation based on all the available information?
- b. What further action would you want the facility superintendent to take in this matter?
- c. What further action would you take with the residents?
- d. Would the facility conduct a new screening for risk of victimization and abusiveness on either or both of the residents?
- e. Would you require the Superintendent to provide additional training?
- f. What corrective action would you take with staff to ensure this does not happen again?

#### **SCENARIO 4**

Seventeen-year-old resident Susan T.’s counselor, Mike J., is also the counseling supervisor for the female youth facility in state. It is a small facility so the counseling supervisor has a caseload. Over the year that Susan T. has been at the facility, Mike J has been the only counselor Susan T. has ever had. When Susan came to the facility, Mike J. had just been promoted to counseling supervisor.



Given his youthful age it was a surprise to some of the staff, but he had a Master's degree in Counseling and was well qualified. His office was on the female housing unit where Susan lived.

Over the months that Mike J. was counseling Susan, staff noticed that he began to work later into the evening and frequently would save his last counseling session for Susan, at the end of the day, before residents had to go to bed. Sometimes, Susan would come to Mike's office wearing her robe over her pjs and they would talk for an hour or longer. Since Mike's office had large windows that people could easily see through, no one was concerned. And, when Mike started walking Susan back to the room she shared with three other female residents other staff just thought he was being nice, even when Susan was in bed and he sat next to her staff did not say anything because he was the counseling supervisor.

Not long after Susan's release she had her 18<sup>th</sup> birthday. She lived in a small town not far from the facility. On night about 1:30 a.m. Mike was stopped by a patrolling police officer in Susan's neighborhood. The police officer that Mike's car was "out of place" in this little community. When the police officer asked Mike what he was doing in the neighborhood, Mike said he was a counselor and he was checking on one of his clients. The police officer knew Susan Mom and called her to confirm Mike's story. Susan's Mother was not aware that Mike had been seeing Susan while Mom was at work.

After an investigation, it was determined that Mike and Susan had been having sexual relations on a regular basis, since Susan turned 18 and that their relationship started while Susan was at the facility. The county prosecutor brought charges against Mike. He was convicted of contributing to the delinquency of a minor, severed one year in jail and was put on the sex offender registry for 10 years.

- a. Would you report this as a PREA case?
- b. What corrective action is required at the facility to prevent this from happening again?
- c. What areas of training need to be reviewed?
- d. What would an incident review team discuss in this specific case?

### **SCENARIO 5**

Sixteen-year-old Molly M. was released from the juvenile correctional center for females in your state. After she was home for about two months, her mother became concerned that something was wrong with Molly. She asked Molly when she had her last period. Molly said he had been a while so her Mother took her to the family doctor who knew Molly. It was determined that Molly was six months pregnant. When her Mother told the doctor that could not be because she had been in the juvenile correctional center for females for 12 of the last 14 months, the doctor told her to notify the facility. Molly's Mother called the aftercare worker who immediately came to Molly's home with her supervisor. After several hours of questioning, Molly stated that she had been having sex with two male youth supervisors in exchange for extra treats and to avoid disciplinary write-ups. The State Police and Child Protective Services were notified. After a further investigation, Molly named the staff who had been having sex with her. Molly also reported that other residents were also having sex with these men to avoid disciplinary write-ups and to get additional treats.

Within a matter of weeks, another Mother, on the other side of the state, reported that her daughter was also pregnant. State Police and Child Protective Services investigations confirmed that this young woman was also having sex with the same staff.

- a. As the Director of the agency, how would you explain this to the Governor and news media in the context of the Prison Rape Elimination Act?
- b. What steps would you take to review the most recent PREA Audit report for this facility?
- c. What corrective action would you take to ensure this never happens again?
- d. Would you remove the superintendent?