

	<p align="center">CORPORATE POLICY & PROCEDURE MANUAL</p> <p>CHAPTER: Oversight</p> <p>TITLE: Sexually Abusive Behavior Prevention and Intervention Program (PREA)</p> <p>ACA STANDARDS: ACRS: 4-ACRS-6A-05, 4-ACRS-7B-17, 4-ACRS-7B-17-1 ACI : 4-4281-1 THROUGH 4-4281-8, 4-ALDF-2A-29, 4D-22-1 THROUGH 4D-22-8</p>	<p><u>NUMBER:</u> 5.1.2</p> <p><u>SUPERSEDES:</u> 8/6/13</p> <p><u>EFFECTIVE:</u> 4/17/15</p>
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I. POLICY

The GEO Group, Inc. (GEO) mandates zero tolerance towards all forms of Sexual Abuse and Sexual Harassment in all its facilities. It is the policy of GEO that sexual conduct between Employees, Volunteers, or Contractors and Individuals in a GEO Facility or Program regardless of consensual status is prohibited and subject to administrative and criminal disciplinary sanctions. This prohibition includes conversations or correspondence of a romantic or sexual nature. All Employees, Contractors, and Volunteers are expected to have a clear understanding that GEO strictly prohibits any type of sexual relationship with Individuals in a GEO Facility or Program. This shall be considered a serious breach of the Standards of Employee Conduct, Volunteer agreements as well as vendor, service and Contractor agreements and these relationships will not be tolerated.

Engaging in a romantic and/or sexual relationship with Individuals in a GEO Facility or Program may result in employment termination and/or termination of the Contractual or Volunteer status, and/or criminal charges. Program staff must take prudent measures to ensure the safety of Individuals in a GEO Facility or Program, Employees, Contractors, and Volunteers. Retaliation against Individuals in a GEO Facility or Program or Employees for filing a complaint will not be tolerated.

In accordance with this policy, all Employees, Contractors and Volunteers have an affirmative duty to report all allegations or knowledge of Sexual Abuse, Sexual Harassment, romantic, or sexual contact that takes place within any GEO Facility or program. All cases of alleged sexual conduct shall be thoroughly investigated. Upon substantiation of any allegations of sexual conduct, appropriate disciplinary actions will be taken against Employees, Contractors or Volunteers, including possible criminal prosecution.

II. DEFINITIONS

- A. **Contractor** means a person who provides services on a recurring basis pursuant to a contractual agreement with the Agency.
- B. **Employee** means a person employed by GEO or any operational subsidiary. Sometimes referred to as **staff** or **staff member**.

- C. **Individuals in a GEO Facility or Program** means inmates, detainees, clients, participants or residents.
- D. **Volunteer** means an individual, not an employee, who donates time and effort on a recurring basis to enhance the activities and programs of GEO.

III. POLICY COMPONENTS

Due to client contract requirements, some Facilities may be required to follow specific client PREA policy. If for some reason, client policy is less restrictive than Section 28 C.F.R. Part 115 of the Department of Justice (DOJ) National PREA Standards or Subpart A of the U.S. Department of Homeland Security (DHS) Standards to Prevent, Detect and Respond to Sexual Abuse and Assault in Confinement Facilities, the PREA Standards shall prevail. If client policy is more restrictive, the more restrictive requirement shall prevail. In either case, a site specific supplemental policy shall be developed. Each GEO operational subsidiary, business unit or program shall have a current policy in place to ensure that:

- A. Where a GEO operational subsidiary, business unit or program falls within the scope of the Prison Rape Elimination Act of 2003 (PREA) and the DOJ National Standards To Prevent, Detect, and Respond To Prison Rape; Final Rule, dated, June 2012 or Subpart A of the DHS Standards to Prevent, Detect and Respond to Sexual Abuse and Assault in Confinement Facilities; 79 Fed. Reg. 13100 dated March 7, 2014, the applicable Standards should be appropriately incorporated into policy;
- B. Employees, Contractors and Volunteers are informed of GEO's zero tolerance policy regarding Sexual Abuse and Sexual Harassment;
- C. Individuals in a GEO Facility or Program are informed of GEO's zero tolerance policy regarding Sexual Abuse and Sexual Harassment;
- D. Standard procedures are in place to detect and prevent Sexual Abuse and Sexual Harassment at all GEO Facilities;
- E. Victims of Sexual Abuse and Sexual Harassment receive a prompt and effective response to their physical, psychological and security needs;
- F. Allegations of Sexual Abuse and Sexual Harassment receive prompt intervention upon report; and,
- G. Perpetrators of Sexual Abuse and Sexual Harassment are disciplined and, when appropriate, referred for prosecution in accordance with GEO policy and Federal, State or Local laws.



CORPORATE POLICY MANUAL

NUMBER:

5.1.2

A handwritten signature in black ink, appearing to read 'Amber Martin', written over a light gray rectangular background.

APPROVED: _____

Amber Martin, Policy Director

4/17/15

EFFECTIVE: _____