

PINEVIEW HOMES PREA POLICY

Supervision and Monitoring

Regarding the Prison Rape Elimination Act, Pineview Homes requires a staff to client ratio at all times of 1:6 (for D.H.S. clients) and 1:10 (for court clients) during waking hours. The staff to client ratio for non-working hours is 1:20 (although our largest residence only houses 15 clients). A video system is monitored by night staff (11:00 p.m. - 7:00 a.m.) throughout his/her shift. Bedchecks are also made a minimum of four times each night. A staff is present and monitors behavior during the clients' shower time. Each shower and changing station is equipped with modesty protection either by curtains or door.

A daily work schedule is posted each month to ensure adequate staffing during each shift.

Upgrades to Facilities and Technologies

Pineview Homes considers the effect any design, acquisition, expansion or modification of physical plant or monitoring technology might have on the agency's ability to protect residents from sexual abuse.

Resident Access to Outside Confidential Support Services

Residents who allege sexual abuse while at Pineview Homes are given opportunity to talk to Child Protective Services, as well as their respective D.H.S. or court worker. Pineview Homes also provides residents with reasonable and confidential access to their attorneys, parents or legal guardians.

Disciplinary Sanction For Staff/Contractors and Volunteers

Pineview Homes will immediately terminate an employee who is found guilty of sexual abuse. Such conduct will be reported to law enforcement and licensing agencies. Likewise, any contractor or volunteer who engages in sexual abuse shall be prohibited from contact with residents and shall be reported to law enforcement and relevant licensing bodies, where applicable.

Unannounced Supervisor Rounds

Unannounced rounds shall be conducted by a direct care staff supervisor for both night and day shifts. Direct care staff are prohibited from alerting other staff members that these supervisory rounds are occurring.

Cross-gender strip searches or visual body cavity searches except in urgent circumstances or when performed by medical practitioners are prohibited. Cross-gender pat-down searches except in urgent circumstances are prohibited. Any cross-gender searches shall be documented and justified.

Opposite gender may not view clients during showers, performing bodily functions or changing clothing. This includes staff children of the opposite gender being in the boys' locker room while clients are present.

Opposite gender must announce their presence before entering a room where the clients may be unclothed or partially clothed.

National Sexual Assault Hotline: 1-800-656-HOPE (4673)

Reporting Sexual Abuse or Sexual Harassment

To report sexual abuse or sexual harassment one may submit a written letter or phone call to the casework supervisor, (c/o Pineview Homes, 8444 Oak Road, Ewart, MI 49631, 231-734-2045.)

Upon reporting the determination of whether the sexual activity is consensual or not will be left up to CPS or the special investigator.

Protection Against Retaliation

All residents and staff shall be protected from retaliation if they report sexual abuse and sexual harassment as well as protection from retaliation to those who cooperate with sexual abuse or sexual harassment investigations. The casework department is designated to monitor retaliation.

Sexual Assault Reports

Staff are instructed to accept sexual assault reports that are made verbally, in writing, anonymously, or by third parties and are to promptly document any verbal reports. These reports are to be given to the casework supervisor.

Procedures For Filing Emergency Grievance

Procedures for filing emergency grievance alleging that a resident is subject to a substantial risk of imminent sexual abuse shall be as follows:

1. Residents are to inform the respective houseparent, direct care supervisor, respective caseworker, or casework supervisor of any “grooming” or sexual abuse risks taking place.
2. A meeting will be set up immediately with respective caseworker or casework supervisor and client to discuss any allegations or risks.
3. Appropriate action will take place immediately to protect that individual from victimization.
4. A decision about the alleged actions will be completed within 5 calendar days.
5. Findings from the investigations may need to be given to casework staff and direct care staff only to the extent of what they need to know.

Plan For Responding To Sexual Abuse

1. Abuser and Abusee shall be immediately separated.
2. Any physical evidence shall be collected and the abuse scene preserved for investigation.
3. The first responder shall notify facility leadership of the alleged abuse.
4. Respective workers, guardians, state workers, attorney, medical and mental health personnel and investigators shall be contacted as appropriate.

Hiring and Promotion Decision

Pineview Homes does not hire, promote or contract with anyone who has engaged in, been convicted of, or been civilly or administratively adjudicated for engaging in sexual abuse in confinement settings.

A criminal background check and a check of the state's child abuse registry is conducted at least every five years on each employee.

Agency Zero Tolerance Policy

Pineview Homes has zero tolerance toward all forms of sexual abuse and sexual harassment.

All employees prior to employment must pass a criminal background check as well as a child abuse background check. There is a security camera system in each residence and our on-grounds school which helps monitor inappropriate behaviors. Staff are trained to observe any "grooming" or other inappropriate behavior which could lead to sexual abuse or harassment.

If sexual abuse or harassment is suspected or verified, the respective staff immediately notifies the Direct Care Supervisor, who immediately investigates and in turn notifies the respective caseworker(s), Casework Supervisor and Director. Proper outside workers/agencies will then be notified (Protective Services and D.H.S., Consultant) who then will conduct a criminal investigation according to state guidelines.

Abused or harassed clients, as well as client witnesses, are trained to notify proper staff of any inappropriate incident by staff or client.