Undue Familiarity:

Do You Believe You Can Never Be Compromised?

National Institute of Corrections, Prisons Division, FY2020
Your Webinar Facilitators

Evelyn Bush  
Correctional Program Specialist  
NIC Prisons Division

Leslie LeMaster  
Correctional Program Specialist  
NIC Academy Division

Susan Poole  
Criminal Justice Consultant
How Engaged Will You Be in this Webinar?

*Rate* yourself on a scale of 1 – 7

1 = Not at all engaged

7 = Incredibly engaged
Be Here and In the Moment 😊
Lawsuits say Oregon ignored sexual assaults at Coffee Creek Correctional Institution

Former federal CO sentenced to 10 years jail time for sexually abusing inmates, smuggling drugs—Oct 25, 2018

Correction Deputies accused of sexual misconduct appears in court on allegations of indecent liberties and custodial sexual misconduct

Ohio Prison Guards Cited for Sexual Misconduct with Prisoners

Florida jail guard accused of sexual misconduct with inmate

Posted: 8:00 AM, Dec 12, 2018

Prison staff responsible for half of reported inmate sexual abuse cases – Bureau of Justice Statistics Reported 2014

Reports of sex, contraband smuggling, more at Angola as 7 employees resign, 4 arrested so far

Four officers facing prison time in sexual misconduct scandal at state youth lockup

Texas

Prison staff responsible for half of reported inmate sexual abuse cases – Bureau of Justice Statistics Reported 2014

Reports of sex, contraband smuggling, more at Angola as 7 employees resign, 4 arrested so far

Four officers facing prison time in sexual misconduct scandal at state youth lockup

Texas

Prison employee fired for allegedly having sex with inmate

Montana Women’s Prison guard says state retaliated against him for sexual misconduct report
How engaged do you feel your agency is in providing training around this subject matter?

*Rate* agency on a scale of 1 – 7

1 = Not at all engaged

7 = Incredibly engaged
Session Objective

By the end of this interactive webinar, participants will be able to:

Identify behaviors that constitute Undue Familiarity, Red Flags and Strategies to avoid becoming compromised.
Why do you think this is such an important topic?
This is why the topic is so important!

- **Security**
  - It is illegal in all 50 states
  - Violates constitutionally guaranteed rights
  - Victimizes those that are already vulnerable
  - Hostile work environment/Destroys trust
  - Exposes agency/staff to civil and criminal liability
  - Undermines public support
  - Diminishes legislative support
Consider the following exchange
What Do You Think Constitutes Undue Familiarity?

Chat to Share Your Ideas with All!
Undue Familiarity Equals Crossing Professional Boundaries

- Making sexual jokes with inmates or in front of inmates
- Using inmate nicknames instead of proper terminology dictated by policy
- Discussing personal issues with inmates or in front of inmates
- Allowing a favorite inmate to have special privileges
- Feeling like you can trust an inmate to have our back
Undue Familiarity Equals Crossing Professional Boundaries

- Doing special; favors for inmates (contacting outside family members or bringing in contraband)
- Getting involved with inmates
- Gossiping about other staff with inmates or in front of inmates
- Complaining about supervisors or your job in front of inmates
Some Factors That May Make Staff Vulnerable to Crossing Professional Boundaries

1. Financial difficulties.
2. Divorce, separation, or marital problems.
3. Death of a family member.
4. Feeling lonely or isolated.
5. Working in close quarters with inmates/ working one on one.
Some Factors that May Make Staff Vulnerable to Crossing Professional Boundaries

7. Being different/Being rejected by other staff
8. Being new on the job
9. Low self-esteem
10. Not enforcing rules
11. Lack of Training
<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th>Yes or No?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Do you look forward to seeing a particular inmate when you come to work?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>2</td>
<td>Have you done anything with an inmate you would not want your family or your supervisor to know about?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>3</td>
<td>Would you be reluctant to have a co-worker observe your behavior for a whole day?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>4</td>
<td>Do you talk about your personal matters with inmates?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>5</td>
<td>Do you believe you can ask an inmate to do personal favors for you?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>6</td>
<td>Have you ever received personal advice from an inmate?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>7</td>
<td>Have you said anything to an inmate that you would not want tape recorded?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>8</td>
<td>Do you have thoughts or fantasies of touching a particular inmate? Does this extend into planning how you can be alone with the inmate?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>9</td>
<td>Do you think you have the right to touch an inmate wherever and whenever you want to?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>10</td>
<td>Do you have a feeling of not being able to wait to share good/bad news with a particular inmate?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>11</td>
<td>Do you think inmates are not allowed to say no to you, no matter what you ask?</td>
<td>Yes or No?</td>
</tr>
<tr>
<td>12</td>
<td>Have you ever allowed inmates to talk about sexual experiences or sexual fantasies, or to tell sexual jokes in your presence?</td>
<td>Yes or No?</td>
</tr>
</tbody>
</table>

Source: “The Dangerous Dozen” by Teena Farmon
What If You Answered Yes....

- It is important to address your concerns if you answered “yes” to any of the previous questions
- Utilize employee assistance, if applicable
- Seek guidance from a supervisor
- Seek support professionally or from a trusted source.
Chat Activity

What behaviors have you seen in facilities that blurred or crossed Professional Boundaries?
## Red Flags - Staff/Inmate

<table>
<thead>
<tr>
<th>THE OFFENDER</th>
<th>THE STAFF</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Spending time with a particular staff</td>
<td>• Defending/interceding on behalf of an inmate</td>
</tr>
<tr>
<td>• Using Staff members first name</td>
<td>• Working overtime</td>
</tr>
<tr>
<td>• Changes in appearance</td>
<td>• Changes in appearance</td>
</tr>
</tbody>
</table>
A sexual relationship between a staff member and an inmate has developed.
Chat Activity

Who is the Victim?

STAFF OR INMATE ??
What About Your Co-Worker?

- What if you notice a co-worker who is demonstrating some of the signs we discussed?
- Depending on the severity of behaviors, you can talk with your co-worker and make sure they are ok, tell him/her what you have noticed about their behavior and try to help them.
- If you suspect sexual abuse you must report it.
So What Can You Do?

PREVENTION STRATEGIES

- Follow Policy
- Align yourself with other employees
- Do not discuss your personal life
- No gifts, letters, favors, etc.
- Talk with other staff when you see warning signs.
So What Can You Do?

PREVENTION STRATEGIES

- Recognize your stress level
- Do not ignore inappropriate /deliberate behavior
- Have pride in your job
What Are Your Questions?
Selected Resources for Further Exploration

National Institute of Corrections (NIC)

www.nicic.gov

PREA Resource Center

http://www.prearesourcecenter.org/