

Confidentiality

Information concerning the identity of a victim reporting sexual abuse, or harassment, and the facts of the report are limited to those who have a need to know in order to make appropriate decisions concerning the victims' safety and an appropriate investigation.

Victim Support Services

- Free forensic medical exams
- Mental Health Support
- **Advocacy**
- Free, victim services

The Colorado Division of Youth Services abides by the PREA Standards and has zero-tolerance relating to staff sexual misconduct, youth sexual abuse, sexual harassment, and youth sexual misconduct.

Allegations made in bad faith (false reporting or lie) may result in a major rule violation or criminal prosecution.

The following agencies offer victim advocacy and support:

- The Blue Bench (formerly known as RAAP) (**Gilliam, Foote, Adams, Lookout, Mt. View, Betty Marler**)
Hotline: 303-322-7273
Spanish: 303-329-0031
- TESSA (**Spring Creek, Zeb Pike**)
Hotline 719-633-3819
- Pueblo Rape Crisis Services Inc. (**Pueblo**)
Hotline: 719-549-0549
- Sexual Assault Victim Advocate (SAVA) Center (**Platte**)
Hotline: 970-472-4200
Hotline: 1-877-352-7273
- Western Slope Center for Children (**Grand Mesa**)
Hotline: 970-245-3788
- Sexual Assault Services Organization (SOSA) (**Durango**)
Hotline: 970-247-5400

Child Abuse and Neglect Hotline

1-844-CO-4-KIDS



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What You Should Know About Sexual Abuse and Sexual Harassment



Staff Sexual Misconduct

Sexual activity by a staff member with or without youths consent is prohibited and may result in the staff members termination and/or criminal prosecution. Examples of behavior not allowed by staff include: kissing, touching, hugging, vaginal sex, anal sex, oral sex, taking or sharing provocative pictures, sharing stories with sexual content, staring at a clothed or unclothed youth.

What to do if you or someone else has been sexually abused or sexually harassed.

- *Tell a staff member or any adult.*
- *Tell your parent, guardian, or other family member.*
- *Fill out a grievance or a sick call slip.*
- *Tell the facility Sexual Abuse and Misconduct Prevention Compliance Manager.*
- *Call one of the hotlines listed.*

FALSE ALLEGATIONS OR LYING COULD RESULT IN A MAJOR RULE VIOLATION OR A REPORT TO LAW ENFORCEMENT FOR POSSIBLE FILING OF CHARGES.

Youth Sexual Abuse

- Youth engaging in or attempting to engage in a sexual act without consent.
- Threatening or intimidating someone sexually.
- Pressuring a resident to engage in a sexual act.

IF YOU SEXUALLY ABUSE OR HARASS ANOTHER YOUTH...You will be issued a major rule violation and an investigation will take place by the local law enforcement agency. You will face consequences from DYS and face additional criminal charges.

Sexual Harassment

Includes, but is not limited to all of the following whether by staff or youth:

- unwelcome sexual advances;
- sexually offensive language, comments, or gestures;
- influencing, promising or threatening a youth's safety, custody, privacy, housing, privileges, work or program status, in exchange for personal gain or favor of a sexual nature;
- creating or encouraging an atmosphere of intimidation, hostility or offensiveness as perceived by any individual who observes the sexually offensive behavior or language.

DYS Policy 9.19, January 2018

Did You Know?...

- Sexual abuse happens to people of all ages
- Sexual abuse can happen to males and females.
- Sexual abuse is about power and violence. It is not about love.
- Sexual abuse has nothing to do with sexual orientation.
- Victims and offenders may be either heterosexual or homosexual.
- The fact that a victim of sexual abuse became sexually aroused does not mean they were not abused or that they gave consent. These are normal and involuntary reactions.
- Any sexual contact between staff and youth is against the law.
- It is common for survivors of sexual abuse to have feelings of embarrassment, anger, guilt, panic, depression, and fear even several months or years after an attack.

How to avoid sexual abuse, and sexual harassment.

- *Do not go to isolated areas alone or with others.*
- *Do not trade, borrow, gamble, or accept gifts or favors from staff or youth.*
- *Be direct and firm if others ask you to do something you don't want to do.*
- *Be aware of who you tell private information to.*

Trust your instinct. If you sense that a situation may be dangerous or inappropriate, it probably is. MAKE A REPORT TO A TRUSTED PERSON.