

## **PUBLIC CORRECTIONAL POLICY ON EMPLOYMENT OF WOMEN IN CORRECTIONS**

**1987-4**

### **Introduction:**

People who are qualified for a particular position/assignment or for job-related opportunities should not be denied such employment or opportunities because of gender. Women have a legal right to equal employment and should be afforded equal opportunities in the workplace.

### **Policy Statement:**

The American Correctional Association affirms the value of female employees and supports equal employment opportunities for women in adult and juvenile correctional agencies. To encourage the employment of women in corrections, correctional agencies should:

- A. Ensure that recruitment, selection and promotional opportunities for women are open and fair;
- B. Assign women employees duties and responsibilities that provide career development and promotional opportunities equivalent to those provided to other employees;
- C. Provide all levels of staff with appropriate training on developing effective and cooperative working relationships between male and female correctional personnel;
- D. Provide all levels of staff with appropriate education, training and support in cross-gender supervision; and
- E. Conduct regular monitoring and evaluation of affirmative action practices and be proactive in achieving corrective actions.

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This Public Correctional Policy was unanimously ratified by the American Correctional Association Delegate Assembly at the Congress of Correction in New Orleans, Aug. 6, 1987. It was last reviewed and reaffirmed at the 2012 Winter Conference in Phoenix, AZ, January 15, 2012.