

**ASSOCIATION OF WOMEN EXECUTIVES IN CORRECTIONS**  
**RESOLUTION ON STAFF SEXUAL MISCONDUCT WITH OFFENDERS**

**WHEREAS,** maintaining professional boundaries is essential to meeting our mission to ensure the public safety and welfare of the communities we serve, our staff, and the offenders we supervise in jails, prisons and in the community;

**WHEREAS,** correctional organizations and staff must adhere to a formal ethical and professional code of conduct that prohibits staff sexual misconduct of offenders;

**WHEREAS,** correctional organizations must reinforce a zero tolerance policy for staff sexual misconduct and abuse in compliance with the Prison Rape Elimination Act and related state and federal laws;

**WHEREAS,** an individual under any status of correctional supervision is to be protected from prohibited sexual behavior and victimization by staff;

**WHEREAS,** when correctional facility or community based staff violate professional boundaries and engage in sexual misconduct with offenders there is an inherent security risk that endangers themselves, other staff, other offenders, and the safety of the public;

**WHEREAS,** the presence and utilization of women staff enhances the safety, operations, communication and security within the corrections organizational culture;

**WHEREAS,** the corrections field is strengthened by women and men working together within the professional norms of our society and culture;

**THEREFORE, BE IT RESOLVED THAT:**

The Association of Women Executives in Corrections (AWEC) upholds that correctional organizations must ensure ethical and professional staff interactions with individuals under its supervision. When staff professional boundaries to include sexual misconduct are violated, the agency core mission of public, staff and offender safety is compromised.

AWEC recommends that correctional agencies affirm the following principles to reinforce the staff duty for ensuring safe and secure operations and the sexual safety of offenders under supervision:

- Agencies must establish policy(ies) that explicitly define expectations for staff professional conduct in supervising offenders, including but not limited to prohibited behaviors and the punitive consequences that relate to sexual harassment, sexual misconduct and sexual abuse by staff.
- Allegations and related reports of staff sexual misconduct are promptly and thoroughly investigated by trained investigators and referred for criminal prosecution as warranted.
- Develop and deliver mandatory pre-service and annual in-service training to staff, volunteers and contractors that specifically addresses the agency policy and its inclusive mandates that prohibits violations of professional boundaries and sexual misconduct. This training shall include facilitated discussions specific to sexual misconduct and the staff accountability for preventing, detecting and responding to an allegation of staff sexual misconduct.
- Agencies shall sustain compliance with the Prison Rape Elimination Act Standards and fully commit to sexually safe environments and the absence of victims.
- Correctional leaders must hire and cultivate ethical and professional women and men staff to successfully meet its mission and secure the benefits of administering a safe, respectful and responsible workplace free of staff sexual misconduct.