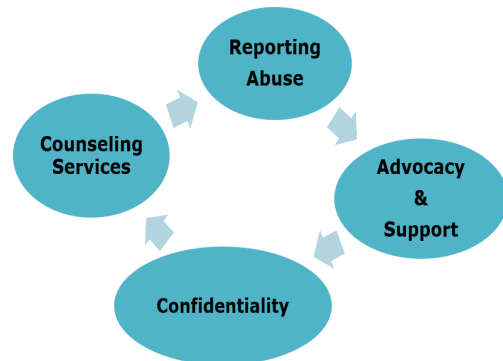


How to Report from Crossroads?

Reporting from Crossroads:

- A) Tell any staff member or ask to speak with any member of the administrative staff at Crossroads. It is part of their job to report any allegations, ensure the resident's safety, and maintain confidentiality.
- B) Tell your parents, probation officer, or lawyer.
- C) Complete a written statement, file a grievance, or have staff complete an incident report.
- D) Ask to contact the Colonial Behavioral Health Certified Preadmission Screening Clinician (CBH CPSC) at 757-378-5555 or Avalon at (757) 258-5051. Staff will transfer the call directly to the resident.

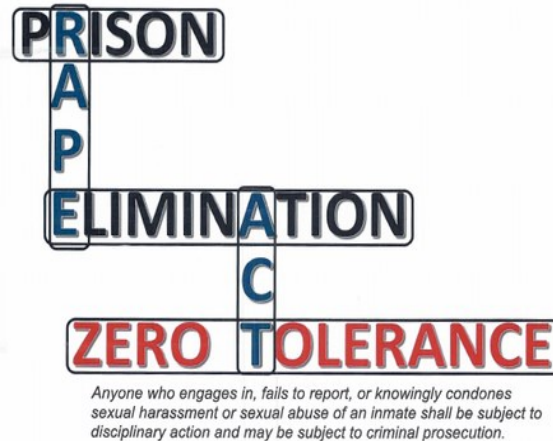
Prison Rape Elimination Act (PREA)



HELP IS AVAILABLE!

If a resident is a victim of sexual harassment or sexual assault, he/she has a right to the services described in this brochure. Contact the CBH CPSC at 757-378-5555 to speak with a Mental Health Counselor and/or a Nurse who is available 24/7.

NOTE: *If a sexual assault has occurred, seek medical attention IMMEDIATELY. Do not shower, brush teeth, or wash clothes or underclothing. This could wash away hair or bodily fluids which are critical evidence. Also, save anything that touched the perpetrator or anything that they left behind. Immediately report the incident to a staff person at Crossroads or to law enforcement in the community.*



Crossroads Community Youth Home is a Program of York County Juvenile Services Division
Department of Community Services
Serving the member localities of the Colonial Group Home Commission (CGHC)

Contact Information

Crossroads Community Youth Home York County Division of Juvenile Services

5684 Mooretown Road
Williamsburg, VA 23188
Office: (757) 890-4140
Fax: (757) 258-5131

Website: www.yorkcounty.gov

ADMINISTRATION:

Patrick Hines
Program Manager III
(757) 890-4145
Email: Patrick.Hines@yorkcounty.gov

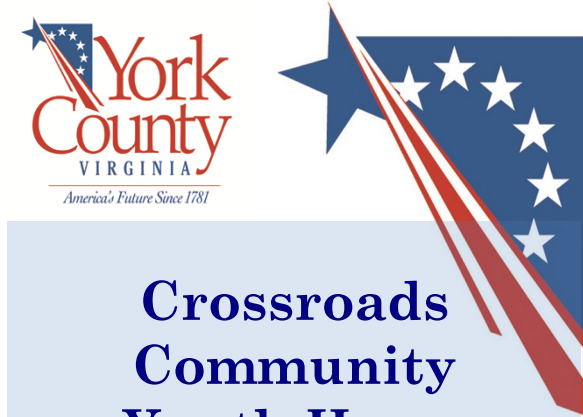
Kevin Bright
Residential Operations Supervisor /
PREA Coordinator
(757) 890-4147

Riverside Doctor's Hospital
Emergency Department
Contact: Elizabeth Walters
Email: Elizabeth.walters@rivhs.com
(757) 881-3375 (pager)
(757) 594-3983 (office)

Additional Contact Info:

York-Poquoson Sheriff's Office
301 Goodwin Neck Rd.
Yorktown, VA 23692
(757) 890-3630

Virginia Department of Juvenile Justice
Certification Unit
600 East Main Street, 20th Floor
Richmond, VA 23219
(804) 516-9491



Crossroads Community Youth Home

P.R.E.A. Prison Rape Elimination Act



Crossroads Community Youth Home

What is Sexual Misconduct ?

What is sexual misconduct?

Any sexual advance by a staff member or resident, which include such actions as:

- Requests for sexual favors by a staff member or resident;
- Threats by staff or resident for refusing sexual advances;
- Verbal or physical conduct of a sexual nature towards a resident by a staff member or another resident, volunteers or contracted staff of the facility; and/or
- Invasion of privacy beyond what is reasonably necessary for safety and security.

Examples of sexual misconduct may include, but are not limited to:

- Any sexual act
- Intentional touching of genitals, anus, groin, breast or inner thigh area to gratify sexual desire
- Indecent exposure by a staff member or resident in front of a resident or other staff members
- Kissing

Sexual acts or sexual contact between any staff member and a resident, even if the resident consents, initiates, or pursues, is always prohibited and always illegal.

More Information

What is over-familiarity?

Over-familiarity is staff engaging in or attempting to engage in conduct likely to result in intimacy or a close personal relationship with a resident.

Examples of behavior by staff and residents that is prohibited include, but are not limited to:

- Flirting with each other
- Exchanging personal letters or gifts
- Requests or granting of special favors
- Discussing personal matters unless it is an expectation of the staff member's job

What is retaliation?

Retaliation is intimidation to prevent a resident from filing a complaint or participating in an investigation of sexual misconduct. Our facility prohibits any individual from interfering with an investigation, including intimidation or retaliation against witnesses. If a resident believes that he/she is being denied privileges, or is being unfairly treated or punished in some way because they filed a complaint or assisted in the investigation of a complaint, they should report this to Administration as soon as possible.



What is Sexual Harassment?

What is sexual harassment?

Sexual harassment is staff or resident making sexual advances, requesting sexual favors, or other offensive conduct of a sexual nature.

Examples of sexual harassment include but are not limited to:

- Demeaning reference to a resident's gender
- Derogatory comments about a resident's gender
- Jokes about sex or gender specific traits
- Abusive, threatening, profane, or degrading sexual comments
- Touching, attention, or conduct of a sexual nature

Reporting Sexual Misconduct / Sexual Harassment

Sexual misconduct by staff or resident is prohibited, but it must be reported before action can be taken.

Do not rely on anyone else to report misconduct when it is experienced or seen. Report it immediately.

To make sure that sexual misconduct is reported, the facility has several ways for residents to report confidentially. Residents may use the reporting method with which they are most comfortable with. (For additional information, be sure to contact any staff member or administrative staff at Crossroads.)

PREA Incident Coordinated Response Flowchart RESIDENT-ON-RESIDENT SEXUAL ASSAULT / MISCONDUCT ALLEGATION

