



# Annual PREA Review 2023

# Overview

Youth Opportunity promotes a safe and secure work and facility living environment for all program youth and staff through the prevention, detection, and response to all allegations of sexual misconduct in the facility. Rosewood Youth Academy has a zero tolerance for any acts of sexual abuse, assault, misconduct, or harassment. Sexual activity between staff, volunteers or contracted personnel and youth, as well as between youth and youth is prohibited and subject to administrative and criminal disciplinary sanctions. All program staff shall take prudent measures to ensure the safety of both youth and staff, which includes the duty to report such instances. All employees, contractors, volunteers, and interns shall have a clear understanding that a sexual relationship with an individual under Department of Children's Services supervision is strictly prohibited and is a serious breach of employee conduct. All contracts with providers shall include the contracting entity's obligation to adopt and comply with the PREA standards outlined in DCS policy 18.8 Zero Tolerance Standards and Guidelines for Sexual Abuse, Sexual Harassment, Assault or Rape Incidents and Prison Rape Elimination Act (PREA). As a contracted provider, the program shall be subject to PREA audits, including contract monitoring to ensure compliance.

Youth Opportunity collects data for every allegation of sexual abuse occurring at programs under its direct control with a 51% or more Juvenile Justice population. The incident-based sexual abuse data is aggregated at least annually.

## Definitions

**Sexual Abuse:** Includes, but is not limited to subjecting another person to any sexual act or contact between an employee, volunteer, contractor, or agency representative, and a youth by force, persuasion, inducement, or enticement; any sexual act or contact in which an employee, volunteer or agency representative participates or forces any youth to engage; subjection another person who is incapable of giving consent by reason of their custodial status, physical or mental state; or rape, sexual molestation, prostitution or other form of sexual exploitation

**Sexual Harassment:** Includes, but is not limited to, all of the following, whether by employees, volunteers, contractors, other agency representatives, or youth: Sexual advances; sexually offensive language, comments or gestures; influencing, promising or threatening any youth's (or employee's) safety, custody status, 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.

**Substantiated Allegation (Sustained):** An allegation where the preponderance of evidence of the incident indicates that the incident subject violated existing statutes, rule, or other regulatory guidance.

**Unfounded Allegation:** An allegation where the preponderance of evidence of the incident cannot be determined based on a lack of facts or evidence that the incident subject violated existing statutes, rules or other regulatory guidance.

**Unsubstantiated Allegation:** An allegation where the preponderance of evidence of the incident does not indicate that the incident subject violated existing statutes, rules or other regulatory guidance.

# Investigations and Outcomes

<b>Rosewood Youth Academy</b>			
Allegation Type	Substantiated	Unsubstantiated	Unfounded
Sexual Harassment – Youth on Youth	1	0	0
Sexual Abuse – Youth on Youth	1	0	0
Sexual Harassment – Staff on Youth	0	1	1
Sexual Abuse – Staff on Youth	0	0	0

<b>Walnut Youth Academy</b>			
Allegation Type	Substantiated	Unsubstantiated	Unfounded
Sexual Harassment – Youth on Youth	0	0	0
Sexual Abuse – Youth on Youth	0	0	0
Sexual Harassment – Staff on Youth	0	0	0
Sexual Abuse – Staff on Youth	0	0	0

<b>Memphis Youth Academy*</b>			
Allegation Type	Substantiated	Unsubstantiated	Unfounded
Sexual Harassment – Youth on Youth	0	0	0
Sexual Abuse – Youth on Youth	1	2	0
Sexual Harassment – Staff on Youth	0	0	0
Sexual Abuse – Staff on Youth	0	0	0

\*Memphis Youth Academy has one investigation from 2023 currently still pending an outcome.