

KEY TERMS AND DEFINITIONS

Please find below terminology and definitions to help with understanding and the employee training series. Definitions marked with an (*) are taken from the PREA Standards. Definitions marked with a (‡) are taken from The Bureau of Justice Statistics “Terms & Definitions: Prison Rape Elimination Act” webpage (<http://www.bjs.gov/index.cfm?ty=tdtp&tid=20>). All definitions are regarding staff on inmate or inmate on inmate conduct.

ABUSIVE SEXUAL CONTACTS ONLY – Unwanted contact with another inmate or any contact with staff that involved touching of the inmate’s buttocks, thighs, penis, breasts, or vagina in a sexual way.

CODE OF SILENCE – An informal institutional or organizational culture that says members of the group will not inform on or give evidence or testimony against other members of the group, even though actions of the other members may involve breaches of policy or even the criminal law.

GENDER NON-CONFORMING – A person whose appearance or manner does not conform to traditional societal gender expectations.

NONCONSENSUAL SEXUAL ACTS – Unwanted contact with another inmate or any contact with staff that involve contact with the penis and the vagina or anus; contact between the mouth and the penis, vagina, or anus; penetration of the anal or vaginal opening of another person by a hand, finger, or other object; and rubbing of another person's penis or vagina by a hand.

REPORTING – Agencies shall provide multiple internal ways for inmates to privately report sexual abuse and sexual harassment, retaliation by other inmates or staff for reporting sexual abuse and sexual harassment, and staff neglect or violation of responsibilities that may have contributed to such incidents.

RETALIATION – Retaliation occurs when an inmate or staff injures, harms, or intimidates a person who has reported sexual abuse and assault — or attempts to do so — in response to the report.

SEXUAL ABUSE – Any of the following acts, if the victim does not consent, is coerced into such act by overt or implied threats of violence, or is unable to consent or refuse:

- Sexual contact
- Penetration of the anal or genital opening of another person, however slight, by a hand, finger, object, or other instrument; and
- Any other intentional touching
- Any attempt, threat, or request to engage in sexual activities
- Any display by a staff member, contractor, or volunteer of his or her uncovered genitalia, buttocks, or breast in the presence of an inmate, detainee, or resident, and
- Voyeurism by a staff member, contractor, or volunteer

SEXUAL HARASSMENT – Repeated and unwelcome sexual advances, requests for sexual favors, or verbal comments, gestures, or actions of a derogatory or offensive sexual nature by one inmate directed toward another. Repeated verbal comments or gestures of a sexual nature to an inmate, detainee, or resident by a staff member, contractor, or volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

SEXUAL VICTIMIZATION – All types of nonconsensual sexual activity with other inmates (that involves contact with the penis and the vagina or anus; contact between the mouth and the penis, vagina, or anus; penetration of the anal or vaginal opening of another person by a hand, finger, or other object; and rubbing of another person's penis or vagina by a hand), abusive sexual contacts with other inmates, and both willing and unwilling sexual activity with staff.

STAFF SEXUAL MISCONDUCT – All incidents of willing and unwilling sexual contact with facility staff, and all incidents of sexual activity that involved oral, anal or vaginal penetration.

TRAUMA – Trauma, as defined by the National Association of State Mental Health Program Directors, is the experience of violence and victimization including sexual abuse, physical abuse, severe neglect, loss, domestic violence and/or the witnessing of violence, terrorism or disasters.

VOYEURISM – An invasion of privacy of an inmate, detainee, or resident by staff for reasons unrelated to official duties, such as peering at an inmate who is using a toilet in his or her cell to perform bodily functions; requiring an inmate to expose his or her buttocks, genitals, or breasts; or taking images of all or part of an inmate's naked body or of an inmate performing bodily functions.