

NON-DISCRIMINATION AND ZERO TOLERANCE GUIDELINES

- AUTHORITY:** Administrative Directive
California Code of Regulations, Title 15 – Minimum Standards for Juvenile Facilities, Section 1324
Prison Rape Elimination Act of 2003, Final Standards
- RESCINDS:** Procedure Manual Item **3-4-003**, Dated **08/18/23**
- PURPOSE:** To ensure that youths housed within juvenile facilities will not be subject to discrimination, sexual assault, sexual abuse and sexual harassment.

I. NON-DISCRIMINATION PROVISION

All youth housed within juvenile facilities shall have fair and equal access to all available services, placement, care, treatment and benefits. No person will be subject to discrimination or harassment on the basis of actual or perceived race, ethnic group identification, ancestry, national origin, immigration status, color, religion, sex, sexual orientation, gender identity, mental or physical disability, or HIV status, including restrictive housing or classification decisions based solely on any of the above mentioned categories.

II. ZERO TOLERANCE GUIDELINES FOR SEXUAL ASSAULT, SEXUAL ABUSE AND SEXUAL HARRASSMENT

The Orange County Probation Department has a zero-tolerance policy regarding sexual assault, sexual abuse and sexual harassment. Residents of probation facilities, individuals under probation supervision, probation staff, volunteers and collaborative partners have a right to an environment that is free from sexual abuse, sexual assault and sexual harassment. The department will fully investigate and immediately address all allegations of sexual assault, sexual abuse and sexual harassment to include criminal and administrative sanctions as appropriate. The department will also investigate any allegations of retaliation for reporting such conduct.

A copy of these non-discrimination and zero tolerance guidelines shall be posted in each living unit or dorm of all juvenile facilities.

REFERENCES:

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| Procedures: | 1-4-123 | Prevention, Detection, Reporting and Response to Incidents of Sexual Abuse, Harassment and Misconduct in Juvenile Facilities (PREA) |
| | 3-5-004 | Youth's Rights/Orientation |

S. Rivera

APPROVED BY: