**Youth Sexual Misconduct Education Program Curriculum**

**Note: Document each youth’s participation [fill in where to document] after the conclusion of the program.**

| **Goal** | **Discussion Questions** | **Material to Cover** |
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| Overview | * N/A | * Inform youth of the purpose of the session (understand what sexual misconduct is and why it is a problem, know their rights and the ways the facility is trying to keep them safe and tips for keeping themselves safe, explain what to do if they have a problem or see someone else having a problem, and answer any questions they may have) * Tell youth that if they feel uncomfortable or want to leave during the session, they should let a staff member know * Let youth know that mental health staff are available to help them talk about any issues related to the session |
| Define sexual misconduct | * When you hear the term “sexual misconduct,” what kinds of things do you think of? | * Can represent a range of conduct, ranging from sexual harassment (unwanted comments or touching) to sexual assault or rape |
| * What are some of the things that staff could do that would be sexual misconduct? | * Inappropriate comments, such as comments related to sex, past sexual experiences, or your body. * Making fun of someone for being gay or transgender or giving them a hard time because of it, or letting other youth give them a hard time. * Ignoring someone who is being sexually abused or harassed. * Requests for sex or sexual activity such as touching or kissing someone or performing oral sex. * Promises to provide gifts or special items in exchange for sex or taking part in sexual activity. * Exposing his or her body. * Voyeurism (watching you when you are undressed or using the restroom, except when required by the facility’s rules for safety and security, taking pictures of youth when not related to their job). * Abuses of searches. While you are here, staff are trained to conduct thorough searches to keep everyone safe, but staff are not allowed to touch you beyond how they are trained. (Trainers may want to have staff demonstrate a proper pat frisk search for youth to reference.) * Following someone around beyond the staff member’s assigned duties. * Use of force and sexual assault. This could range from touching to rape. |
| * What are some of the things other youth could do that would be sexual misconduct? | * This could include the things mentioned above, but it can also include some other acts. * Offers to protect you at the facility in exchange for sex or sexual favors. * Threats to harm you or take things from you or let someone else harm you or take things from you unless you provide sexual favors. |
| * Would someone calling someone a name be sexual misconduct? | * It depends, but if the name calling has to do with their gender or sexual orientation or it is offensive and has to do with sexual behavior or sexual body parts, it would be considered sexual misconduct. |
| Understand why sexual misconduct is a problem | * Who can be a victim of sexual misconduct? | * Anyone can be a victim – sexual misconduct happens to people of all ages, races and ethnicities, and sexual orientations. |
| * What do you think can happen to a victim of sexual misconduct? How would they feel? | * People involved might get sexually transmitted diseases and have other medical or emotional problems after an incident. * Victims may feel angry, sad, depressed, or confused. They may blame themselves for the incident. |
| * Can sexual misconduct affect you even if you are not the victim? How? | * Sexual misconduct makes everyone at the facility less safe. * If someone gave special gifts to someone else in exchange for sex, then other people might be jealous and angry and that might lead to conflicts or fights. If staff bring in contraband like phones or drugs, that can also make the facility less safe. * There could also be heightened level of tension and distrust in the facility. |
| * If someone was victimizing someone else and nobody said anything, what might happen? | * If other youth and staff don't do anything, it makes it seem as if the abuse is okay. * If the youth who is being hurt or others who witness the abuse don't tell, the survivor might not be able to get help. * Staff can take action if they know about the abuse. * Even if you don't tell, you still deserve to get support and help. |
|  | * Share Troy’s video or Cyryna’s story and review discussion questions. | * Watch Troy’s video or read Cyryna’s story and pose the discussion questions related to those materials to the group. (You could also choose to start out with this material to get people’s attention.) |
| Know the rules against sexual misconduct | * What does zero tolerance mean? | * This facility has a zero-tolerance policy toward sexual misconduct. This means that nobody is ever allowed to do things like make sexual comments or gestures to you, or pressure or force you to engage in sexual activity. This includes staff members, volunteers, residents, and anyone else here. Zero tolerance also means that we take complaints about sexual misconduct very seriously and will investigate them to find out what happened. We will punish anyone (youth or staff) who we find out has done any of those things or who tries to retaliate against you for reporting something. (Retaliating means doing something bad to someone just because they reported bad behavior or cooperated with an investigation.) |
| * What are some of the rules that are designed to protect you from sexual misconduct and keep you safe? | * We have rules for staff, but the same applies for youth. Breaking these rules can lead to consequences. * It is against the rules to engage in sexual activity with anyone while you are here. Even if you agree to do something with someone, it’s still not allowed and you can be punished for it. You might also be charged with a crime and prosecuted in court if the person was younger than you or if there is evidence that the other person didn’t do it willingly. * It is also against the rules to say sexual things to anyone, including other youth. That could mean calling someone a name because they are gay or transgender. It could also mean insulting someone by telling someone to do something sexual to you or to another person. These are minor rule violations, and you can be held accountable for saying these things. |
| * What does it mean to keep appropriate boundaries? | * We keep appropriate boundaries here. That means that any sexual or romantic activity between staff members and youth is not allowed. It is also never allowed between youth. Things like hugging or kissing can be ways of showing that someone cares about you in certain situations, but they are never allowed here. |
| * Why are things like hugging and kissing not allowed here even though they may be okay with certain people when you are not here? | * In a secure facility, things like hugging and kissing are often signs that someone is crossing professional boundaries. Even though you are in a secure facility where your freedom is restricted, we do not want anyone to ever make you feel like you have to do those types of things, even staff members who are normally allowed to tell you what to do. We do not allow those behaviors between youth because we want to make sure that youth are not being pressured into something against their will. That is why we draw clear boundaries here and say that hugging and kissing are never allowed. |
| Know how to stay safe from victimization | * What are some ways of keeping yourself safe while you are here? | * Make sure you are aware of your surroundings, and avoid being in places where you are alone with other youth. * Avoid being in places where staff members cannot see you. * Do not accept gifts or other special items from youth or staff. * Do not accept medication that is not prescribed for you. (What could happen if you take someone else’s medication? Your judgment could be compromised, it could make you black out, it could have bad effects on your body) * Do not accept offers of “protection.” * Remember, however, that no matter what, if you are abused it is not your fault. It is not because you didn't do these things 'right.' |
| * What should you do if someone offers to protect you? Why might that be a problem? | * Tell the person “no,” stay away from them. * Tell a staff member if the person doesn’t leave you alone. * Accepting an offer of protection may be a problem because that person may ask you for something in return later on, including sex. |
| * What should you do if you are in a conversation with someone that makes you uncomfortable? | * If conversation becomes uncomfortable, just walk away or tell the person that you don’t like it. * If something feels wrong, get out of the situation as quickly as you can and report it to someone you trust. |
| Learn what to do if there is a problem | * How do you think someone might feel if they experienced sexual misconduct? | * Victims of sexual misconduct may feel angry, embarrassed, or even guilty after an incident. These are all common reactions. They do not mean that the incident was the victim’s fault. * You have the right to be safe. Your body belongs to you. No one ever has to do the right to do any of the things that we talked about under any circumstances. |
| * What are some of the things you can do if something like this happens to you or if you see it happen to someone else? | * If anything like this happens to you, or you see it happen to someone else, you should remember to do two things:   + Tell someone you trust.   + Save any evidence of the incident so that the evidence can help with the investigation. That means that you should not shower or wash, eat or drink anything, use the restroom, brush your teeth, or change your clothes until you see a medical professional.   + Even if it has been several days or weeks since the abuse and you were not able to save any evidence, you can still report and ask for help. * There are many ways of reporting something, and you can use whichever ones you feel most comfortable using. You can:   + Fill out a grievance form.   + Talk to a staff member or supervisor you trust.   + Talk to any other adult at the facility, including medical or mental health staff.   + Talk to your lawyer.   + Talk to a family member or another adult outside of the facility.   + Call the CYFD hotline number. * What will happen in response to your complaint?   + We will meet with you and start investigating your complaint very soon after you make it. [Fill in a basic description of who would conduct an investigation and how it would work.]   + We will take steps to make sure you are as safe as possible while we investigate the complaint, including separating you from the person who abused or harassed you.   + We will give you medical attention right away if you need it, and you will go to [fill in the appropriate hospital] for an exam right away if something happened to you that was physical.   + You will be able to talk to mental health staff or another trained supportive advocate about the incident. That person will be there for you during the entire investigation to help you understand what is going on.   + We will not share your complaint with anyone at the facility unless they need to know about it to investigate the incident or fix the problem. We will notify your attorney, and in some cases, we are required to notify your parent or caregiver and/or the Children, Youth and Families Department and the police so that they can investigate. |
| * You have the right to be free from retaliation. What does that mean? | * You have the right to be free of retaliation for making a complaint. This means that you have the right to speak up without worrying that someone will punish you for speaking up or call you a “snitch.” We will punish anyone who does any of those things. |
| Group Scenarios | * Either act out or read group scenarios and ask questions to test knowledge, promote discussion, and reinforce content | * Group scenarios. |
| Conclusion | * What is one thing you learned today that you didn’t know before this session? * Do you have any questions about anything we have talked about today? | * Ask youth if they have any questions about any of the material covered. * Remind youth that their handbook contains a page summarizing the information in the session (if you didn’t give out the page during the session). * Remind youth that mental health staff are available to talk about any issues related to the session and answer any questions that they do not want to ask at this time. |