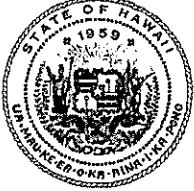


|   |   |  |                                 |
|---|---|--|---------------------------------|
|  | <b>DEPARTMENT OF CORRECTIONS<br/>AND REHABILITATION</b><br><b>DEPARTMENT ADMINISTRATION</b><br><b>POLICY AND PROCEDURES</b> | <b>EFFECTIVE DATE:</b><br>January 01, 2024                                   | <b>POLICY NO.:</b><br>ADM.01.16 |
|   |   | <b>SUPERSEDES (Policy No. &amp; Date):</b><br>ADM.01.16 if November 29, 2002 |                                 |
|   | <b>SUBJECT:</b><br><b>GENDER RESPONSIVENESS</b>   |  | Page 1 of 3                     |

## 1.0 PURPOSE

To prove a framework for the Department of Corrections and Rehabilitation to operate and deliver services to female defendants and offenders in a manner that reflects an understanding of women and the issues affecting women defendants and offenders.

## 2.0 SCOPE

This policy applies to all employees within the Department.

## 3.0 REFERENCES, DEFINITIONS & FORMS

None

## 4.0 POLICY

The Department of Corrections and Rehabilitation recognizes that women and their pathways to criminality are different from men, thereby requiring an attitudinal and operational shift in all aspects of the criminal justice system. In order to appropriately meet the needs of female defendants and offenders, the department will adopt gender-responsive approaches in its operations that reflect the following principles

- .1 We offer female offenders a safe, trusting and supportive women-focused environment in which the healing process can begin.
- .2 Women are treated in the least restrictive programming environment possible where level of security is dependent upon both treatment needs and concern for public safety.
- .3 We assist women offenders so that they experience health relationships with correctional staff, each other and their families to establish a strong sense of connection.
- .4 A continuum of care connects women offenders to positive mentors and the community and allows for successful reintegration after servicing their sentences.

**NOT CONFIDENTIAL**

|                    |   |  |
|--------------------|---|--|
| DCR<br><br>P & P M | <b>SUBJECT:</b><br><br><b>GENDER RESPONSIVENESS</b> | <b>POLICY NO.:</b><br>ADM.01.16            |
|                    |   | <b>EFFECTIVE DATE:</b><br>January 01, 2024 |
|                    |   | Page 2 of 3                                |

- .5 Programs provide for the development of skills for future employment in both traditional and non-traditional settings.
- .6 Treatment and programming are holistic and are built on women's strengths to promote self-reliance in a pro-social manner.
- .7 Adequate support systems are a shared responsibility between government and the community to foster independence and self-reliance.
- .8 Staff training in gender-responsive and culturally appropriate issues and service delivery provides consistency and an environment free of physical, emotional, and sexual harassment, and allows staff to provide positive interaction and be role models for the women.

## 5.0 PROCEDURES

All divisions and branches will develop procedures to review, implement and evaluate the gender responsiveness of their respective programs on a regular basis. Divisions and branches will ensure that the applicable operating principles are reflected in their procedures.

Affected divisions and branches include:

Administration:

- Training and Staff Development Office
- Personnel Office
- Administrative Services Office
- Fiscal Office

Corrections:

- Corrections Program Services Division
- Health Care Division
- Institutions Division
- Intake Service Center Division
- Classification Office
- Program Coordination Office
- Correctional Industries Division

Director's Office:

- Internal Affairs

**NOT CONFIDENTIAL**

|                    |   |  |
|--------------------|---|--|
| DCR<br><br>P & P M | <b>SUBJECT:</b><br><br><b>GENDER RESPONSIVENESS</b> | <b>POLICY NO.:</b><br>ADM.01.16            |
|                    |   | <b>EFFECTIVE DATE:</b><br>January 01, 2024 |
|                    |   | Page 3 of 3                                |


- Inspection and Investigations Office
- Executive Assistance Office
- Public Affairs Office
- Civil Rights Compliance Office
- Litigation Coordination Office

Procedures developed by the divisions and branches will be reviewed by the Director (or designee) on an annual basis.


APPROVAL RECOMMENDED:

  
\_\_\_\_\_  
Deputy Director for Administration                      JAN 0 1 2024  
Date

APPROVAL RECOMMENDED:

  
\_\_\_\_\_  
Deputy Director for Corrections                      JAN 0 1 2024  
Date

APPROVED:

  
\_\_\_\_\_  
DIRECTOR    JAN 0 1 2024  
Date

**NOT CONFIDENTIAL**