

115.321(c)-4  
115.321(d)-3 iv. GCTC seeks to secure victim advocacy services from local rape crisis centers. If a rape crisis center is not available, GCTC will make these services available through a qualified staff member from a community-based organization.

115.321(f)-1 **b. Policies to ensure referrals of allegations for investigation**

MOL 115.322(a)-1  
115.322(b)-1 i. GCTC staff shall immediately refer allegations of abuse to the appropriate law enforcement agency for investigation as well as notifying the placing agency. Referrals shall be documented. 115.322(b)-3

115.322(b)-2 ii. Referrals on allegations of sexual abuse or sexual harassment for a criminal investigation is published on the GCTC website.

## VII. TRAINING and EDUCATION

### a. Employee training

115.331(a)-1  
115.331(b)-1 i. GCTC provides PREA-related training to all employees who may have contact with youth. The training is tailored to the unique needs and attributes of youth and to the specific gender(s) represented at the facility. GCTC also provides refresher information to all staff that have contact with youth about current policies regarding sexual abuse and harassment. The training addresses:

1. The zero-tolerance policy for sexual abuse, sexual harassment, and sexual activity;
2. How to fulfill employees' responsibilities to prevent, detect, report, and respond to sexual abuse and sexual harassment;
3. Youths' right to be free from sexual abuse and sexual harassment;
4. The right of youth and employees to be free from retaliation for reporting sexual abuse and sexual harassment;
5. The dynamics of sexual abuse and sexual harassment in juvenile facilities;
6. The common reactions of juvenile victims of sexual abuse and sexual harassment;
7. How to detect and respond to signs of threatened and actual sexual abuse and how to distinguish between consensual sexual contact and sexual abuse between youth;
8. How to avoid inappropriate relationships with youth;
9. How to communicate effectively and professionally with youth, including lesbian, gay, bisexual, transgender, intersex, or gender nonconforming youth;
10. How to comply with relevant laws related to mandatory reporting of sexual abuse; and
11. Relevant laws and rules regarding consent.