
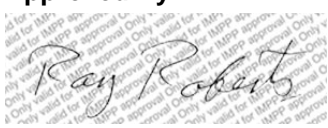


# KANSAS DEPARTMENT OF CORRECTIONS

	<b>INTERNAL MANAGEMENT POLICY AND PROCEDURE</b>	<b>SECTION NUMBER</b>  10-112D	<b>PAGE NUMBER</b>  1 of 3
		<b>SUBJECT:</b>  <b>PROGRAMS AND SERVICES: Gender Based Variations in Programs, Services and Activities</b>	
<b>Approved By:</b>  Secretary of Corrections		<b>Original Date Issued:</b> 11-24-15	<b>Replaces Version Issued:</b> N/A
		<b>CURRENT VERSION EFFECTIVE: 11-24-15</b>	

<b>APPLICABILITY:</b>	<input type="checkbox"/> ADULT Operations Only	<input type="checkbox"/> JUVENILE Operations Only	<input checked="" type="checkbox"/> DEPARTMENT-WIDE
-----------------------	--	---	---

## POLICY STATEMENT

Services, programs and activities shall be made available equally to male and female offenders, provided that necessary gender responsive differences are allowed and appropriate. Adjustments or modifications of facility or community provided programs, services or activities to reflect gender differences shall be evidence-based. Facilities which house both male and female offenders shall provide separate sleeping quarters but shall provide equal access to the available programs, services and activities. The Secretary has designated the Director of Reentry to serve as the Director of Women’s Programs.

## DEFINITIONS

Director of Women’s Programs: A position designated by the Secretary at the management level who provides support and assistance to Topeka Correctional Facility, Juvenile Services, Parole Services and Community Corrections, in the development of women’s programs and services, addressing gender responsiveness and trauma informed approaches to programs and services.

Gender Responsive: An approach to management, supervision, programs and services that recognizes the different pathways of women to crime and conviction, and that addresses the risk and need areas of women in light of these different pathways.

Trauma: Any event that is experienced or witnessed which threatens the physical or psychological integrity of a person and to which that person’s response includes intense fear or helplessness.

Trauma Informed: An approach to management, supervision, programs and services that adheres to the following principles in policies, practices and procedures: safety; trustworthiness and transparency; peer support; collaboration and mutuality; empowerment, voice and choice; and, cultural, historical and gender issues.

Women’s Risk/Needs Assessment – Trailer (WRNA): A supplement to an existing risk/needs assessment such as the Level of Service Inventory – Revised (LSIR) that assesses gender-responsive factors and provides additional information for case management with female offenders, stressing the importance of women’s unique pathways to crime and unique risk factors for offending, including by addressing trauma and abuse, unhealthy relationships, parental stress, depression, self-efficacy and current mental health symptoms.

## PROCEDURES

### **I. Provision of Comparable Programs, Services and Activities**

- A. Male and female offenders shall be afforded access to programs, services and activities at comparable rates based on assessed risk/need.

1. Differences in the delivery of programs, services and activities shall be based on research and what is evidence-based regarding gender responsiveness.
  2. Acceptable gender differences may include, but are not restricted to:
    - a. Privacy;
    - b. Special health care needs;
    - c. Authentic differences related to the physical and/or psychological well-being of the offender population.
    - d. Gender responsiveness, which considers the unique pathways to crime of women, and the unique areas of risk to reoffend.
- B. **ADULT**: Female offenders housed at Topeka Correctional Facility shall be assessed with the WRNA, along with the LSIR, to identify gender specific risk/need areas, to guide case management, programs and services.
- C. Staff (state and contract) and volunteers working with female offenders at Topeka Correctional Facility or the Kansas Juvenile Correctional Complex shall complete gender responsive training as directed by the warden/superintendent.
- D. When developing and delivering programs and services related to behavioral health, substance misuse, sex offending risk, domestic violence, batterer's intervention, relationship violence, and criminal thinking (cognitive skills-building), trauma informed principles shall be considered, and incorporated into such programming as often as possible, particularly when delivered to female offenders.
- E. **ADULT**: Regional parole directors shall ensure that male and female offenders under parole, conditional release or post release supervision are provided equal access to programs, services and activities available through the Department.
1. Offenders shall be separated by gender when delivering domestic violence/batterers' intervention/relationship violence, cognitive skills-building groups, including but not limited to substance abuse programming, sex offender treatment programming and Thinking for a Change.

## II. Selection for Offender Work Assignments

- A. Male and female offenders shall both have comparable access to job assignments, including private and correctional industry jobs.
- B. To the extent possible, female offenders shall be given opportunities comparable to male offenders in work assignments, promotional and training opportunities, and earnings increases.

## III. **Juvenile**: Services, Programs and/or Activities

- A. All services, programs, and/or activities provided to and/or engaged in by male and female offenders in the juvenile correctional facility setting shall be separate.
- B. Employees, contract staff, and volunteers shall be prohibited from authorizing, ordering, permitting, or encouraging in any manner offenders to attend and/or participate in any services, programs, and/or activities that are specifically designated for the opposite gender offenders.
- C. Any employee's refusal or failure to follow this policy shall be grounds for disciplinary action, up to and including dismissal from employment.
  1. Any contract personnel or volunteer's refusal or failure to follow this policy shall result in a denial of access to and/or removal from the facility.

**NOTE:** The policy and procedures set forth herein are intended to establish directives and guidelines for staff and offenders and those entities that are contractually bound to adhere to them. They are not intended to establish State created liberty interests for employees or offenders, or an independent duty owed by the Department of Corrections to employees, offenders, or third parties. Similarly, those references to the standards of various accrediting entities as may be contained within this document are included solely to manifest the commonality of purpose and direction as shared by the content of the document and the content of the referenced standards. Any such references within this document neither imply accredited status by a Departmental facility or organizational unit, nor indicate compliance with the standards so cited. The policy and procedures contained within this document are intended to be compliant with all applicable statutes and/or regulatory requirements of the Federal Government and the state of Kansas. This policy and procedure is not intended to establish or create new constitutional rights or to enlarge or expand upon existing constitutional rights or duties.

#### **REPORTS REQUIRED**

None.

#### **REFERENCES**

ACO 2-3C-01  
ACI 3-4265, 3-4266  
APPFS 2-3128

#### **ATTACHMENTS**

None.