




**STATE OF ALASKA
DEPARTMENT OF CORRECTIONS
INTERIM POLICY AND PROCEDURES MEMORANDUM**

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| APPROVED BY:  Dean R. Williams, Commissioner | DATE: 12/22/2016 | PAGE: Page 1 of 1 |
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| MEMO TYPE: Public | MEMO TITLE: Staff On Prisoner Sexual Harassment |
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| MEMO ATTACHMENTS / FORMS: (None.) | AUTHORITY / REFERENCES: 22 AAC 05.155 28 CFR Ch. 1 § 115.5 |
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PURPOSE:

This Interim Policy And Procedures Memorandum (IPPM) places federally defined definitions into current policy.

APPLICATION:

This IPPM applies to all Department employees, contractors, volunteers and prisoners.

EXISTING DOC POLICY & PROCEDURES MODIFIED:

This IPPM modifies language found in DOC P&P 201.09, Sexual Harassment. Specifically language found in the Definitions section and Procedures section VII (A).

DEFINITIONS:

Staff On Prisoner Sexual Harassment:

Verbal comments or gestures of a sexual nature to a prisoner, probationer or parolee by a Department employee, contractor or a volunteer, including demeaning references to gender, sexually suggestive or derogatory comments about body or clothing, or obscene language or gestures.

NEW PROCEDURES:

- I. Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex. Sexual harassment may occur from supervisor to subordinate; subordinate to supervisor; co-worker to co-worker; staff to prisoner / probationer / parolee; volunteer to prisoner / probationer / parolee; contractor to prisoner / probationer / parolee; or between employees and non-employees to include applicants for employment.