



CORPORATE POLICY AND PROCEDURE MANUAL

TITLE: RI 200-29 PRISON RAPE ELIMINATION ACT (PREA) IMPLEMENTATION PROGRAM

PAGE: 1 OF 3

CATEGORY: RIGHTS AND RESPONSIBILITIES

VERSION: 7

APPROVER: Diana Acosta (RS VP Operations and Quality)

SUPERSEDES: 05/03/2021

EFFECTIVE: 02/10/2026

REVIEWED: 02/10/2026

1. PURPOSE

The purpose of this policy is to provide guidance on the PREA Implementation program for all Recovery Solutions facilities. The Prison Rape Elimination Act (PREA) is a federal law that prohibits and seeks to eliminate sexual assaults and sexual misconduct in correctional institutions and community corrections settings. Recovery Solutions is committed to providing a safe and healthy environment for team members, volunteers, or contractors and Individuals served in any Recovery Solutions facility.

2. SCOPE

This policy provides all applicable Recovery Solutions facilities with guidance on the Prison Rape Elimination Act (PREA) Standards.

3. POLICY

3.1. Recovery Solutions has zero tolerance relating to nonconsensual acts, Individual served on Individual served sexual abuse, Individual served on Individual served sexual harassment, sexual misconduct, team member on Individual served sexual abuse and team member of Individual served sexual harassment in accordance with the standards set forth in the *Prison Rape Elimination Act of 2003* (PREA). It is the policy of Recovery Solutions to have zero tolerance towards any form of sexual abuse and sexual harassment in all its facilities. Recovery Solutions prohibits sexual conduct between team members, volunteers, or contractors with any Individual served in a Recovery Solutions facility regardless of consensual status. Such behavior is subject to administrative as well as criminal and disciplinary sanctions. This prohibition includes but is not limited to; sexual intercourse, oral or anal sodomy, sexual acts with instruments or any object, sexual fondling of a person, sexual exploitation, conversations or correspondence of a romantic or sexual nature. All team members, contractors, and volunteers are expected to have a clear understanding that Recovery Solutions strictly prohibits any type of sexual relationship with Individuals served in a Recovery Solutions facility. This shall be considered a serious breach of the Standards of Employee Conduct, volunteer agreements as well as vendor, service and contractor agreements and these relationships will not be tolerated.

3.2. Engaging in a romantic and/or sexual relationship with Individuals served in a Recovery Solutions facility may result in employment termination and/or termination of the contractual or volunteer status, and/or criminal charges. Program team member must take prudent measures to ensure the safety of Individuals served in a Recovery Solutions facility or program, team members, contractors, and volunteers. Retaliation against Individuals served in a Recovery Solutions facility or program or team member for filing a sexual abuse or harassment complaint will not be tolerated.



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3.3. In accordance with this policy, all team members, contractors and volunteers have an affirmative duty to report all allegations or knowledge of sexual contact, sexual abuse, sexual harassment or romantic relationships that take place within any Recovery Solutions facility or program. All cases of alleged sexual conduct shall be thoroughly investigated. Upon substantiation of any allegations of sexual conduct, appropriate disciplinary actions will be taken against team members, contractors or volunteers, including possible criminal prosecution.

4. INTERPRETATION

It is the responsibility of the Recovery Solutions Corporate Director of Security Operations to define, interpret, and administer this policy.

5. PROCEDURE

- 5.1. Due to client contract requirements, some facilities may be required to follow specific client PREA policy. If for some reason, client policy is less restrictive than Section 28 C.F.R. Part 115 of the National PREA Standards, the PREA Standards shall prevail and a site-specific supplemental policy shall be developed. Each Recovery Solutions facility shall have a current policy in place to ensure that:
- 5.2. Where a Recovery Solutions facility falls within the scope of the Prison Rape Elimination Act of 2003 (PREA) and the National Standards To Prevent, Detect, and Respond To Prison Rape; Final Rule, dated, June 2012, the National Standards should be appropriately incorporated into policy;
- 5.3. Team members, contractors and volunteers are informed of Recovery Solutions' zero tolerance policy regarding sexually abusive behavior. This training will be completed during New Employee Orientation and annually as part of the team members annual training requirements.
- 5.4. Individuals served in a Recovery Solutions facility are informed of Recovery Solutions' zero tolerance policy regarding sexually abusive behavior. This will occur as part of the Individual's served initial orientation upon arrival to the facility.
- 5.5. Standard procedures are in place to detect and prevent sexually abusive behavior at all Recovery Solutions facilities. Team members will receive training in these procedures during New Employee Orientation and annually as part of the team members annual training requirements.



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5.6. Victims of sexually abusive behavior receive a prompt and effective response to their physical, psychological and security needs;

5.7. Allegations of sexually abusive behavior receive prompt intervention upon report; and

5.8. Perpetrators of sexually abusive behavior are disciplined and, when appropriate, referred for prosecution in accordance with Recovery Solutions policy and Federal, State or Local laws.

6. DEFINITIONS

6.1. Contractor: A person who provides services on a recurring basis pursuant to a contractual agreement with the Agency.

6.2. Employee: A person employed by Recovery Solutions or any operational subsidiary. An employee may also be referred to as team member.

6.3. Individuals Served in a Recovery Solutions facility or program: Patients, Residents, Clients, Participants, Persons Served or individuals receiving services.

6.4. Volunteer: A person who resides in the community, is unpaid (not a team member or contractor) and donates time their time or talent on a reoccurring basis to enhance the activities and programs of Recovery Solutions.

7. REFERENCES

7.1. 28 CFR Part 115

7.2. Prison Rape Elimination Act of 2003 (PREA)

7.3. Prison Rape Elimination Act National Standards – Prisons & Jails