



STATE OF WASHINGTON
DEPARTMENT OF CORRECTIONS

APPLICABILITY
PRISON/REENTRY/FIELD

REVISION DATE
2/8/22

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NUMBER
DOC 590.370

POLICY

TITLE
GENDER RESPONSIVENESS

REVIEW/REVISION HISTORY:

Effective: 5/19/14

Revised: 2/8/22

SUMMARY OF REVISION/REVIEW:

Updated terminology throughout
I.A., II.A.1., V.A.1., and VII.A. - Added clarifying language

APPROVED:

Signature on file

CHERYL STRANGE, Secretary
Department of Corrections

1/26/22

Date Signed

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REFERENCES:

DOC 100.100 is hereby incorporated into this policy; DOC 300.380 Classification and Custody Facility Plan Review; DOC 320.400 Risk and Needs Assessment Process; DOC 350.200 Transition and Release; DOC 380.200 Supervision of Individuals in the Community; DOC 530.150 Family Centered Services; [Washington DOC Health Plan](#)

POLICY:

- I. The Department recognizes the impact of gender differences on pathways into the criminal justice system and will allow gender responsive principles to direct classification, supervision, and programming for all individuals under the Department’s supervision.
 - A. Gender responsiveness is recognizing and accounting for the important differences between men and women in psychological development, socialization, culture, exposure to trauma, and life experiences. Gender responsive practices are relational, trauma-informed, strength based, and culturally relevant.
- II. The Department recognizes the importance of the family and will reinforce a family focused culture and encourage contact between individuals and their support systems when it is determined safe to do so.
- III. The Department will align and prioritize its resources to provide evidence based, gender responsive interventions.

DIRECTIVE:

- I. Responsibilities
 - A. The Assistant Secretary for the Women’s and Men’s Prisons/designee will:
 1. Coordinate with the Assistant Secretary for Reentry/designee to implement gender responsive, trauma-informed, family focused, and strength based programming and practices and the related culture change agency wide.
 2. Collaborate with Department leadership to establish a strategic plan for gender responsive and trauma-informed principles and practices.
 3. Assist in developing and implementing policies, procedures, and impact legislation that are gender responsive and trauma-informed.

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4. Work with external stakeholders, including families of individuals, to increase awareness of gender responsive principles and enhance collaboration.

II. Classification and Case Management

A. Case managers will:

1. Match individuals to gender responsive interventions according to their assessed needs per DOC 320.400 Risk and Needs Assessment Process, as available.
2. When appropriate, use a strength based, family focused approach that includes the individual to ensure coordination and continuity of gender responsive services and interventions from reception to reentry.

III. Programming and Treatment

A. Interventions should be trauma-informed, strength based, and emphasize building self-efficacy. Programs and treatment will integrate gender responsive principles and practices. Gender specific interventions will be offered in the following areas:

1. Education and employment
2. Developing healthy relationships with children, family, and partners
3. Domestic violence
4. Substance use disorder treatment
5. Emotional regulation (e.g., managing anger, anxiety, depression, loss)
6. Cognitive/problem solving and coping skills to build self-efficacy
7. Life needs (e.g., hygiene, nutrition, finances, physical/spiritual wellness)

B. Substance use disorder interventions will be trauma-informed and address co-occurring mental health issues, as appropriate.

C. Individuals should have an opportunity to provide input on program design and services when applicable.

IV. Health Services

A. Health Services employees/contract staff will provide services to address gender specific medical and mental health issues consistent with the Washington DOC Health Plan and applicable protocols and guidelines.

V. Reentry

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- A. Community Corrections employees will continue to develop partnerships and resources in the community to assist in successful reentry.
 - 1. When determined safe to do so, transition and reentry planning per DOC 350.200 Transition and Release will engage family and pro-social support systems using a strength based, family focused approach.
- B. When making referrals, employees/contract staff will make deliberate efforts to introduce individuals directly to a provider and provide the individual with detailed information about the service before they release to the community.

VI. Facility Physical Plant and Operations

- A. Gender specific needs will be considered when planning capital projects or renovating/modifying existing facilities.
 - 1. When possible, programming and visiting spaces will be multi-purpose to support a variety of activities.
- B. Staffing patterns will address differing operational needs based on population gender and will include same gender staffing when appropriate.

VII. Training

- A. The Department has developed training in gender responsive principles and practices for all employees, contract staff, and volunteers that includes:
 - 1. Introduction to gender responsive and trauma-informed principles and practices, including review of relevant research.
 - 2. Awareness of traditional gender roles and sensitivity to cultural differences.
 - 3. Importance of gender responsive practices to incarceration and successful reentry.
- B. Training for employees, contract staff, and volunteers who interact with individuals will also include, but will not be limited to:
 - 1. Gender responsive communication skills, including strategies to avoid re-traumatizing those seeking assistance.
 - 2. Trauma awareness, including:
 - a. How trauma shapes and informs one's perceptions, and

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- b. Gender differences in trauma histories.
3. Recognizing effective coping methods and healthy relationships.

DEFINITIONS:

The following words/terms are important to this policy and are defined in the glossary section of the Policy Manual: Intervention, Pathway, Self-Efficacy, Strength Based, Family Focused Approach, Trauma, Trauma-Informed Practice. Other words/terms appearing in this policy may also be defined in the glossary.

ATTACHMENTS:

None

DOC FORMS:

None