



STATE OF WASHINGTON
DEPARTMENT OF CORRECTIONS

APPLICABILITY

PRISON/WORK RELEASE/FIELD

EFFECTIVE DATE

5/19/14

PAGE NUMBER

1 of 5

NUMBER

DOC 590.370

POLICY

TITLE

GENDER RESPONSIVENESS

REVIEW/REVISION HISTORY:

Effective: 5/19/14

SUMMARY OF REVISION/REVIEW:

New policy. Read carefully.


APPROVED:

Signature on file

BERNARD WARNER, Secretary
Department of Corrections

5/2/14

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 Offender Transition and Release](#); [DOC 380.200 Community Supervision of Offenders](#); [DOC 530.150 Family Centered Services](#); [Offender Health Plan](#)

POLICY:

- I. The Department recognizes the impact of gender differences on offender pathways into the criminal justice system and will allow gender responsive principles to direct classification, supervision, and programming for all offenders.
 - 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 for offenders and encourage contact between offenders 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 Prisons/designee will:
 1. Coordinate with the Assistant Secretary for Offender Change/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.
 4. Work with external stakeholders, including offender families, to increase awareness of gender responsive principles and enhance collaboration.

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II. Classification and Case Management

- A. Counselors/Community Corrections Officers (CCOs) will:
1. Match offenders to gender responsive interventions according to their assessed needs, as available.
 2. When appropriate, use a strength based, family focused approach that includes the offender to ensure coordination and continuity of gender responsive services and interventions from reception to re-entry.

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 may be offered in the following areas:
1. Education and employment
 2. Developing healthy relationships with children, family, and partners
 3. Domestic violence
 4. Substance abuse 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 abuse interventions will be trauma informed and address co-occurring mental health issues, as appropriate.
- C. Offenders 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 Offender Health Plan and applicable protocols and guidelines.

V. Re-entry

- A. Community Corrections employees will continue to develop partnerships and resources in the community to assist in successful offender re-entry.

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1. When determined safe to do so, transition and re-entry planning will engage family and pro-social support systems using a strength based, family focused approach.
- B. When making referrals, employee/contract staff will make deliberate efforts to introduce offenders directly to a provider and provide the offenders 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 will develop training in gender responsive principles and practices for all employees, contract staff, and volunteers. Training will address:
 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 re-entry.
- B. Training for employees, contract staff, and volunteers who interact with offenders 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
 - b. Gender differences in trauma histories.
 3. Recognizing effective coping methods and healthy relationships.

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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