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| <p style="text-align: center;">STATE OF ALASKA DEPARTMENT OF HEALTH & SOCIAL SERVICES</p>  <p style="text-align: center;"><u>DIVISION OF JUVENILE JUSTICE</u> DIVISION-WIDE POLICY & PROCEDURES</p> | <p>SECTION: Program and Services, Rights of Juveniles</p> | <p>NUMBER: L-1</p> | <p>PAGE: 1 of 2</p> |
| <p>ATTACHMENTS/FORMS:</p> <p>LOCAL POLICY REQUIRED: NO</p> | <p>TITLE: NONDISCRIMINATION</p> | | |
| <p>AUTHORITY: AS 47.12.010, AS 47.14.100, AS 47.14.120, 7 AAC 52.150, 7 AAC 52.200, 7 ACC 52.205, 7 AAC 52.10, 7 AAC 52.215</p> | <p>APPROVED BY: <i>Tracy A. Dompeling</i></p> | <p>DATE: 10/14/2019</p> | <p>ORIGINALLY APPROVED: N/A</p> |
| | <p>REVISED: N/A</p> | <p>NEXT REVISION DUE: 10/14/22</p> | |

POLICY:

The Division of Juvenile Justice (DJJ) is committed to providing respectful and affirming services to all youth. DJJ prohibits discrimination of staff, youth, and families on the basis of race, ethnicity, religion, creed, color, age, gender, gender identity, gender expression, sexual orientation, marital status or partnership, mental or physical disability, genetic information, citizen status, or national origin.

DJJ staff shall model and promote nondiscrimination practices in all communications and services.

PURPOSE:

The purpose of this policy is to establish operational practices that promote an environment in which all youth, staff, and families are physically and emotionally safe and treated fairly and respectfully. This policy provides the general nondiscrimination framework. Facility, probation, and division-wide policies shall provide further detailed guidance on the application of this policy.

DEFINITIONS:

Discrimination: any act, policy or practice that penalizes or disadvantages someone or subjects them to harassment based on actual or perceived race, ethnicity, religious belief, national origin, physical or mental disability, gender, sexual orientation, gender expression, or gender identity.

The PREA policy (L-100) includes other definitions related to sexual orientation and gender identity.

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| STATE OF ALASKA DEPARTMENT OF HEALTH & SOCIAL SERVICES <u>DIVISION OF JUVENILE JUSTICE</u> DIVISION-WIDE POLICY & PROCEDURES | SECTION: | NUMBER: | PAGE: 2 of 2 |
| | TITLE: NONDISCRIMINATION | | |

PROCEDURE:

I. Staff Conduct and Communication

- A. DJJ staff shall model positive language and behavior when interacting with youth, staff and families.
- B. Staff shall protect youth from discrimination and harassment by other youth and other staff. Staff shall remind all youth that threats of violence, actual violence, disrespectful or stereotyping language, or inappropriate comments or gestures are not tolerated. Staff shall respond to incidents or reports of discrimination or harassment as provided in the PREA Policy (L-100) and Incident and Reporting Policy (H-100), and the Juvenile Probation Manual.
- C. When first names are used, staff shall refer to transgender youth by the name and pronoun for which they identify, irrespective of name and gender markers on legal government documents.
- D. Staff shall provide youth with equal access to educational, rehabilitative, recreational and other programming.
- E. Staff shall give youth opportunity to participate in cultural enrichment and social activities with their identified peer groups. These activities can be community-based or within a secured setting.

II. Training

- A. All new and current staff shall participate in training on non-discrimination, professionalism, and boundaries.

IMPLEMENTATION:

This policy and procedure is effective when it is signed by the Director. Superintendents and Chief Probation Officers have 15 working days to implement this policy locally.