



**Youth Detention Facility  
OPERATIONS ORDER**

**NON-DISCRIMINATION PROVISION: TITLE XV  
SECTION 1324 (k)**

**Purpose and Scope**

Probation employees, contractors, and volunteers are prohibited from engaging in discriminatory or harassing conduct while on duty.

Discrimination may include, but limited to, the following types of behavior relation to an individual's protection group/status:

- Making slurs or derogatory comments in any format
- Engaging in verbal or physical conduct, comments, and jokes relating to an individual's group/status
- Wearing t-shirts, clothing, hats depicting derogatory or insulting scenes or terminology
- Distributing or displaying printed material

Harassment covers a wide range of offensive behavior. It is commonly understood as behavior intended to disturb or upset. In the legal sense, it is behavior which is found threatening or disturbing.

**Affected Personnel**

Specified employees

**Authority**

Title 15 – 1324 (k)

Administrative Directive

**Effective Date**

05/01/2010

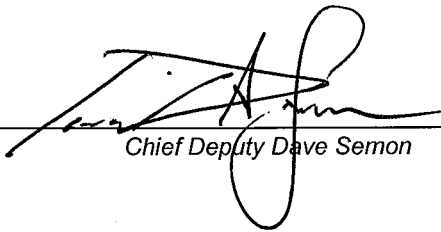
Approved By: Dave Semon  
Revised: February 14, 2020  
Authority: Title XV 1324(k)

**I. Guidelines**

- A. All youth within the Youth Detention Facility shall have fair and equal access to all available services, placement, care, treatment and benefits.
  
- B. No youth shall be subject to discrimination or harassment on the basis of the following, nor shall they receive restrictive housing or classification decisions based solely on the categories listed below;
  - 1. Actual or perceived race;
  - 2. Ethnic group identification;
  - 3. Ancestry;
  - 4. National Origin;
  - 5. Immigration status;
  - 6. Color;
  - 7. Religion;
  - 8. Gender;
  - 9. Sexual Orientation;
  - 10. Gender identity;
  - 11. Mental disability;
  - 12. Physical disability, or
  - 13. HIV status

**Amends Previous Order**

**Authorized By**

  
Chief Deputy Dave Semon

**Date**

2/14/2020

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