



# Staff/Inmate/Offender Relationships

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The Department encourages respect for the dignity and constitutional rights of persons committed to Department custody or under Department supervision. The Department expects that all interactions between staff and individuals in custody or under supervision remain respectful and professional. Staff shall not compromise the integrity of the Department by acting unprofessionally with individuals in custody or under supervision. In accordance with Rule 33208.002(26), Florida Administrative Code, the Department will not tolerate any personal or social relationships between Department of Corrections' employees and inmates or offenders under supervision. The security of our facilities is jeopardized and the Department's integrity is damaged when employees carry on personal or social relationships with those in custody or under supervision. Furthermore, it is a violation of Department rules and possibly Florida Statutes to be involved in an unprofessional relationship with an inmate or offender under supervision.

Sexual misconduct between any employee of the Department and an inmate or an offender supervised by the Department is a third-degree felony under section 944.35(3)(b), Florida Statutes. A third-degree felony is a crime punishable by imprisonment for up to five years. In addition to facing prosecution for the crime of sexual misconduct, any staff member involved in sexual misconduct with an inmate or offender under supervision will be dismissed from employment and prohibited from future employment in any capacity with the correctional system. Consent of an inmate or offender supervised by the Department to any act of a sexual nature is not a defense to a charge of sexual misconduct.

Employees who witness or who can provide evidence of sexual misconduct under Florida Statute 944.35(3)(b) are required to make a report within 24 hours to the appropriate assistant secretary, director, regional director, warden, or circuit administrator. The Department will investigate and scrutinize all relationships that appear inappropriate. An employee who is required to make a report and who fails to do so, or who knowingly falsifies a report or who knowingly prevents another from making a report, is subject to administrative and criminal penalties. Any involvement between staff and inmates and/or person(s) under supervision including but not limited to the following shall be deemed inappropriate:

- Becoming personally involved in an inmate's/offender's private or family matters outside the scope of regular professional duties.
- Doing personal favors for an inmate/offender outside the scope of regular professional duties.
- Accepting, giving, or exchanging items and favors with an inmate/offender.
- Discussing with an inmate/offender any matter pertaining to his/her crimes or the crimes of other inmates/offenders (except as required pursuant to official business).
- Discussing with an inmate/offender personal and/or business matters of other staff.
- Discussing the security operations of a facility with an inmate that could result in a breach of security.
- Enforcing rules inconsistently to favor an inmate/offender or group of inmates/offenders.
- Having work done by an inmate/offender without authorization.

If you have any further questions, please discuss the matter with your immediate supervisor.

  
Julie Jones, Secretary

  
Date