

YOUTH SERVICES POLICY

Title: Diana Screen	Type: A. Administrative Sub Type: 2. Personnel Number: A.2.68
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References: US DOJ PREA Standards 115.317(a), 115.317(b), 115.317(c), 115.317(d), 115.317(e), 115.317(f), 115.317(g), and 115.317(h); A.2.1 "Employee Manual", A.2.10 "Hiring, Reallocation to or Promotion of a Juvenile Justice Specialist" and A.2.12 "Personnel Records"	
STATUS: Approved	
Approved By: <i>Otha "Curtis" Nelson, Jr., Deputy Secretary</i>	Date of Approval: 07/19/2023

I. AUTHORITY:

Deputy Secretary of Youth Services (YS) as contained in La. R.S. 36:405. Deviation from this policy must be approved by the Deputy Secretary.

II. PURPOSE:

To select the best possible employees and to screen out individuals who have sexually abused youth or who are at risk to abuse.

III. APPLICABILITY:

All prospective employees, interns, contracted health care and treatment providers, and educational staff.

Each Unit Head shall be responsible for ensuring that all necessary procedures are in place to comply with the provisions of this policy.

IV. DEFINITIONS:

Contract Provider – An outside entity or company, inclusive of all employees, that provides materials and services on a contract under the supervision of YS.

Diana Screen – A child safety screen which assists in identifying adults who fail to recognize adult-child sexual boundaries or who are at high risk for having sexually abused a child in the past.

Intern - An advanced student or recent graduate undergoing supervised practical training.

Unit Head - For purposes of this policy, Unit Head refers to Deputy Secretary, Deputy Undersecretary, Assistant Secretary, Undersecretary, Chief of Operations, Probation and Parole Director - Juvenile, Youth Facilities Director - Statewide, Executive Management Advisor, General Counsel, Regional Directors, Facility Directors and Regional Managers.

YS Employee – For the purposes of this policy, a YS employee includes employees, contract providers (and their employees), educational staff, and/or interns.

V. POLICY:

It is the Deputy Secretary's policy that all prospective YS employees, interns, contracted health care and treatment providers, and educational staff complete the *Diana Screen* as part of the interview process, prior to receiving an offer of employment and undergoing a criminal record check during the pre-employment process.

VI. DIANA SCREEN PROCEDURES:

- A. The *Diana Screen* is a scientifically validated computer-based risk management screening tool that:
1. Is confidential;
 2. Helps screen the safest staff to care for youth;
 3. Helps screen out applicants who fail to recognize sexual boundaries between adults and youth and those at high risk to have sexually abused a child;
 4. Takes approximately 30 minutes to complete
 5. Is on a 4th Grade reading level; and
 6. Generates immediate pass/fail results.
- B. Administration of the *Diana Screen* is part of the interview process. Each applicant shall take the *Diana Screen* immediately following their interview for employment. Prior to administering the *Diana Screen*, the applicant must sign the "Office of Juvenile Justice (OJJ) *Diana Screen* Consent Form" [see Attachment A.2.68 (a)]. A copy of the signed consent shall be retained by the unit's HR Liaison.
- C. Each Unit shall have a primary and secondary administrator trained on the *Diana Screen* on a designated computer. Only the primary administrator shall have access to the screening results.

- D. Each applicant shall be provided with a confidential identification number in order to complete the screen.
- E. Following completion of the screen, the primary administrator shall share the results with the hiring manager. Those applicants with a passing score are eligible to continue to the next step of the application process. The results of the *Diana Screen* and the results of the interview shall be considered. Passing the *Diana Screen* does not ensure a conditional offer of employment. Any subsequent offer of employment shall be based on both the results of the *Diana Screen* and the outcome of the applicant's interview.
- F. Those applicants whose results indicate a failing score shall not be considered for employment with YS and shall not be offered employment until the applicant has successfully completed a Secondary Screening with a Contracted Psychologist. The hiring manager shall discontinue the pre-employment process until the result of the Secondary Screening has been received.
- G. If a previous employee returning to the agency has passed the *Diana Screen* within 2 years prior to re-hire, then that employee shall not be required to take the screening upon re-hire.

VII. RECORD KEEPING:

- A. Documentation regarding the applicant's consent to take the *Diana Screen* shall be maintained by the unit's HR Liaison for all screening results for three (3) completed fiscal years following the administration of the *Diana Screen*.

Pass/fail results of the *Diana Screen* and Secondary Screening are confidential and are not disclosed to the applicant.
- B. The unit's HR Liaison shall ensure that a record of all applicants administered the *Diana Screen* is maintained at the unit level, and captures the following data, retrievable upon request:
 - 1. Test Taker's Number;
 - 2. Prospective Employee's Name; and
 - 3. Test Date.
- C. Pass/fail results are stored electronically by the company that reviews the results of the *Diana Screen* and are stored only by the randomly assigned number of the test-taker.

Previous Regulation/Policy Number: A.2.68

Previous Effective Date: 07/14/2022

Attachments/References: A.2.68 (a) Diana Screen Consent Form 07-01-14.doc

OFFICE OF JUVENILE JUSTICE

DIANA SCREEN CONSENT FORM The Office of Juvenile Justice is committed to protecting the youth we serve. The Diana Screen is a sexual risk screening test designed to help screen candidates for staff, contract provider, and intern positions with youth under the supervision or in the custody of Youth Services.

I hereby give my consent to take the Diana Screen as part of the Office of Juvenile Justices' selection process.

I understand that:

1. Failure to consent to and complete the Diana Screen will result in denial of a position working with Youth Services youth.
2. My Diana Screen test will be identified in the computer by a test identification number only. My name will not be attached to my answers or to the screen results.
3. My answers to the questions on the Diana Screen will NOT be seen by anyone with the Office of Juvenile Justice.
4. My answers will go directly to Abel Screening, Inc., in Atlanta, Georgia for scoring.
5. The results of the Diana Screen will be provided to the Office of Juvenile Justice and may be used as part of the agency's decision on whether I am selected.
6. Abel Screening, Inc. will use my answers without my name for research to protect children.
7. I am not entitled to the results of the Diana Screen.

I understand and agree to release Abel Screening, Inc. and the Office of Juvenile Justice from all liability for damages that may result from the use of the Diana Screen in the selection process for positions that work directly with, around, or provide care for children. This release is binding, now and in the future, on my heirs, assigns, associates, and personal representative of any nature.

Candidate's Printed Name

Date

Candidate's Signature

Witness Printed Name

Date

Witness Signature