American Correctional Association

PUBLIC CORRECTIONAL POLICY ON EMPLOYMENT OF WOMEN IN CORRECTIONS

1987-4

Introduction:

People who are qualified for a particular position/assignment or for job-related opportunities shall not be denied such employment or opportunities because of gender. Women have a legal right to equal employment and shall be afforded equal opportunities in the workplace.

Policy Statement:

The American Correctional Association affirms the value of all employees and supports equal employment opportunities for women in adult and juvenile correctional agencies. To encourage the employment of women in corrections, correctional agencies shall:

A. Ensure that recruitment, selection and promotional opportunities for women are open and fair;

B. Provide women employees with equal opportunities and assignments that provide career development and promotional opportunities;

C. Provide all levels of staff with appropriate training on developing mutually respectful, effective and cooperative working relationships between male and female correctional personnel;

D. Provide all levels of staff with appropriate education, training and support in cross-gender supervision; and

E. Conduct regular monitoring and evaluation of affirmative action practices and be proactive in achieving corrective actions.

This Public Correctional Policy was unanimously ratified by the American Correctional Association Delegate Assembly at the Congress of Correction in New Orleans, Aug. 6, 1987. It was last reviewed and reaffirmed at the 147th Congress of Correction in St. Louis, Missouri on August 22, 2017.