

**SAN JOAQUIN COUNTY PROBATION DEPARTMENT
JUVENILE DETENTION POLICY AND PROCEDURE MANUAL**

TO: ALL STAFF BULLETIN #: D-100

APPROVED BY: STEPHANIE L JAMES REPLACES: 1/18/2017
CHIEF PROBATION OFFICER

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SUBJECT: JUVENILE DETENTION MISSION AND PHILOSOPHY STATEMENT

A. Mission Statement

We will maintain a safe and secure environment for the protection of all. Our Youth will be provided housing, schooling, and mentoring for positive growth and development in an environment that is homelike.

All youth within the facility shall have fair and equal access to all available services, placement, care, treatment, and benefits, and provides that no person shall be subject to discrimination or harassment on the basis of actual or perceived race, ethnic group identification, ancestry, national origin, immigration status, color, religion, gender, sexual orientation, gender identity, gender expression, mental or physical disability, or HIV status, including restrictive housing or classification decisions based solely on any of the above mentioned categories.

B. Detention Core Values

We are committed to following our Core Values:

1. Value the youth
2. Honor the staff
3. Safety and Security
4. Foster a culture of caring
5. Expectation of Success
6. Health, Safety and Welfare
7. Respect all individuals and their differences
8. Value the hopes, positive dreams and desires of our youth
9. All are accountable to support and maintain our positive norms
10. Communication is open, honest, timely and direct
11. We celebrate achievement, success and promotion of teamwork

C. The Philosophy of Juvenile Detention

1. The Probation Department, in collaboration with its service providers, will strive to maintain a home-like environment for youth housed in its Juvenile

Detention facilities. All procedures will comply with Title 15 and any relevant statutes.

2. To maintain an environment that is safe and conducive to learning, detention staff will guide and direct the behavior of youth by setting clear expectations, providing a structured environment, role-modeling appropriate behavior, acknowledging good behavior, and responding to inappropriate behavior in a fair, consistent, and progressive manner. Staff are expected to have ongoing interaction and communication with youth to help foster a home-like environment.
3. Juvenile Detention provides public safety and accountability for the community and victims of crime. Juvenile Detention builds youth competencies and skills through positive youth development approaches. Juvenile Detention provides a safe, secure, structured, stable, and supportive environment to support these goals.

D. Assumptions

Juvenile Detention is based on certain assumptions:

1. The community has a right to public protection.
2. Each youth has a right to a physically and emotionally safe environment that is conducive to positive behavioral change.
3. Each youth must accept responsibility for his/her behavior. He/she must be held accountable to both his/her individual victim(s), and to the community at large.
4. Each youth has basic worth as a human being, and for staff to be effective in working with a youth, staff must recognize that worth.
5. All youth have the potential for change.
6. One function of juvenile detention is to encourage youth to change to more productive behaviors.
7. Each youth should be given the opportunity to fully develop his/her potential.
8. Each youth should be provided the opportunity and tools for behavioral change.
9. Learning and behavioral change are best facilitated by drawing on a youth's individual strengths and learning styles.
10. Youth learn from what they see. Staff who model positive attitudes, motivation and values communicate and encourage these traits to the youth they work with. Conversely, staff who model negative attitudes, values, and behaviors will reinforce and encourage these traits in youth.

E. Targeted Competencies

Youth will be less a threat to public safety, and more likely to accept responsibility for their actions, when they develop life skills that enable them to grow toward

productive citizenship. Consequently, Juvenile Detention programs are designed to provide an environment that fosters social, emotional and intellectual development. Detention programs will target increased competency in these areas:

1. Managing personal wellness
2. Reading and related educational competencies
3. Anger management
4. Communicating appropriately and effectively with others
5. Relating in socially accepted ways with peers and adults
6. Problem solving skills
7. Life skills, such as job-hunting and how to work
8. Behaving responsibly and accepting accountability for personal actions
9. Becoming a law-abiding, productive and responsible member of his/her family and the community.

F. Department Values Statement

Staff will perform their duties in a manner consistent with the Probation Department Values Statement:

1. Excellence: We are dedicated to providing the highest level of professional services to the courts, the community and our clients. Accountability is a vital component of all we do.
2. The Importance of the Individual: We treat all people in a dignified, respectful and courteous manner. We appreciate the cultural diversity of co-workers and clients.
3. Team Concept: We are committed to working in an atmosphere that promotes service, productivity, efficiency and fairness, formed on a foundation of creative teamwork.
4. Ethical Conduct: We believe in ethical behavior in our interaction with others and are committed to providing fair, consistent and honest treatment to all people.
5. Professionalism: We act with competence, integrity, and objectivity as we do the work of our Agency. We create an atmosphere of mutual respect and trust among staff, as well as between staff and management, while providing opportunities for personal and professional growth.
6. Importance of the Community: We are aware of our responsibilities to the individual and the community and invite public involvement and support to plan and deliver effective programs.
7. Safe and Healthy Environment: We are committed to providing a safe and secure work and living environment for staff and clients.