

 <p style="text-align: center;"><b>ADMINISTRATIVE REGULATIONS</b></p> <p style="text-align: center;"><b>STATE OF ARKANSAS</b></p> <p style="text-align: center;"><b>BOARD OF CORRECTIONS</b></p>	<b>Section Number:</b>	<b>Page Number:</b>
	832	1 of 1
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<b>SUBJECT: Discrimination and Racial Issues</b>		

**I. POLICY:**

To prohibit discrimination with regard to inmate disciplinary action, transfers, institutional program assignments and other such matters on the basis of race, creed, color or national origin.

**II. EXPLANATION:**

- A. All pre-service training, in-service training and staff development shall include extensive programs in human relations. All employees shall be informed of their obligation to treat all inmates with equal dignity and courtesy. As a significant number of inmates in our institutions and facilities have cultural or linguistic behavioral patterns differing from those of many of the staff, all personnel should be familiar with these patterns. As any inability to communicate between staff and inmates may lead to institutional tension or friction, training shall be aimed at removing communication barriers.
- B. There shall be fair and objective classification of all inmates with respect to all aspects of institutional life. So far as possible, institutional programs shall reflect the ethnic distribution of the inmate population.
- C. Where security requirements permit, efforts shall be made to involve citizen groups from all communities with inmate groups – including minority self-help groups and other administration-sponsored activities. Whenever feasible, minority employees shall be encouraged to work with such groups as advisors and counselors. As with all inmate group activities, staff supervision is essential.
- D. All administrators and supervisors shall be open to complaints from any inmate concerning discrimination and shall be active in investigating any such complaint and in taking remedial action.

AR832