
PARDON AND PAROLE BOARD

Policy 110 – Prohibited Activities and Relationships with Offenders and Ex-Offenders

POLICY

Due to the nature of work of the Pardon and Parole Board (PPB) with offenders and ex-offenders, it is the policy of the PPB that employees are prohibited and limited in interactions with offenders or ex-offenders. An offender is any person under the care, custody, or supervision of the Department of Corrections (DOC), including offenders in private prison facilities. Ex-offenders are those persons who are within 180 days of the date following their discharge from custody or supervision. Examples of prohibited activities with offenders or ex-offenders may include, but are not limited to, the following:

1. Trading, selling, or buying any personal possession or anything of value.
2. Accepting, exchanging, or offering a gift, money, or anything of value directly or indirectly. This prohibition includes any member of the offender's or ex-offender's family.
3. Giving, receiving, or loaning any money or anything of value for any purpose.
4. Using, obtaining, or requiring personal services such as housekeeping, washing vehicles, gardening, landscaping, caring for pets, etc.
5. Paying for personal services such as haircuts, shaves, shoeshines, or laundry service.
6. Hiring or employing an offender or ex-offender without written approval of the Executive Director.
7. Bidding on or purchasing any personal property previously owned by the offender or ex-offender.
8. Delivering or sending messages, verbal or written, that are not within the scope of an employee's assigned duties.
9. Engaging in any activity that constitutes or offers the opportunity for an abuse of the employee's position.
10. Flirting or responding to flirtatious behavior.
11. Making requests or granting of special favors.

A prohibited relationship with an offender or ex-offender includes engaging in any non-professional association, contact, or personal relationship with offenders, ex-offenders or members of their families which may compromise the employee's ability to effectively discharge the duties of his or her position. Examples of prohibited relationships with offenders or ex-offenders may include, but are not limited to, the following:

1. Engaging in any type of sexual contact with offenders and ex-offenders is prohibited. As defined in statute, sexual intercourse by a state employee with a person under the legal custody or supervision of a state agency, federal agency, county, or municipality is defined as rape. (See Title 21 O.S. § 1111)

2. Co-habitation or marriage is prohibited unless the co-habitation or marriage existed prior to employment with the agency.

Violation of the policy on Prohibited Activities and Relationships with Offenders and Ex-Offenders may result in discipline, up to and including termination.

Reference: 21 O.S. § 1111
Established: June 13, 2016
Revised: December 10, 2018