



Department of
Youth Services

**Message from DYS Director Harvey Reed
Hiring the Safest Staff to Work with Youth**

March 21, 2014

DYS is adding a new screening tool to help ensure that we are hiring the best staff to work with our youth. The Diana Screen is a pre-hire risk management screen that keeps youth safe by asking applicants a series of questions that identify individuals who fail to recognize sexual boundaries between youth and adults.

Background checks have long been included in our hiring process to identify job candidates with criminal convictions. Adding the Diana Screen to our process is keeping youth safe through better identification of individuals who have sexually abused youth in the past, who are at high risk to abuse, and who fail to recognize appropriate boundaries with youth.

The screening was created by Abel Screening by using 20 years of research to make a technologically advanced solution to the problem of adults who fail to recognize adult/child sexual boundaries or are at risk to sexually abuse children. This youth protection product is now in place for screening all potential Youth Specialists at DYS and will soon be in place for screening candidates for all DYS positions.

The Diana Screen is being administered at DYS sites using computers. It takes applicants about 30 minutes to complete and is available in both English and Spanish. Candidates earn either a low-risk/pass score or high-risk/fail score. All results are confidential, but to be considered for hire at DYS, the candidate must pass the Diana Screen.

While any screening is not 100% conclusive, the Diana Screen will further us toward our goal of hiring the safest staff to care for youth. I would like to extend my appreciation to the members of the Interagency Task Force on Sexual Misconduct for recommending this safety tool. We are taking all of the necessary steps to protect the youth in our custody, and the Diana Screen is another tool to do just that.