

United Way Dickinson – Diversion Program Services Policy and Procedure Manual

Program Purpose

The Diversion Program Services at United Way Dickinson aim to provide an alternative to incarceration for justice-involved individuals who would benefit from treatment, case management, and supportive services. This program aligns with North Dakota’s House Bill 1425, supporting prosecution-led diversion efforts and the deflection of individuals from the criminal justice system to community-based care.

Eligibility Criteria

- Individuals facing criminal charges or under pretrial supervision
 - Referral from a prosecuting attorney, court, or law enforcement agency
 - Willingness to participate in treatment, case management, and structured programming
 - No charges involving violent crimes, Sex offenses or significant threats to public safety (case-by-case review)
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Referral and Intake Process

1. Legal referral from State’s Attorney or court system
 2. Screening and behavioral health assessment by United Way staff
 3. Coordination with diversion team including probation officers, treatment providers, and legal counsel
 4. Development of individualized diversion care plan
 5. Signing of agreement outlining program responsibilities and compliance expectations
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Program Components

- **Case Management:** Weekly meetings with a Case Manager to support housing, employment, legal compliance, and behavioral health goals

- **Behavioral Health Services:** Connection to mental health and substance use treatment
 - **Peer Support Services:** Weekly mentorship and accountability from trained Peer Support Specialists
 - **Life Skills Education:** Training in budgeting, communication, conflict resolution, and healthy decision-making
 - **Employment and Housing Support:** Access to workforce programs and housing navigation services
 - **Court Coordination:** Regular progress reporting to court, prosecutor, or probation
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Participant Responsibilities

- Attend all scheduled treatment and case management sessions
 - Abstain from criminal activity and substance use
 - Participate in required educational or recovery activities
 - Submit to random drug and alcohol testing
 - Maintain communication with assigned case manager and legal supervision team
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Staff Roles

- **Diversion Coordinator:** Oversees program implementation and liaises with the legal system
 - **Case Manager:** Guides the client's service plan and coordinates referrals
 - **Peer Support Specialist:** Provides mentorship and emotional support based on lived experience
 - **Clinical Team (as needed):** Includes Licensed Addiction Counselors and mental health providers
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Training and Certification

All staff involved in diversion programming must be trained in:

- Trauma-Informed Care and De-escalation
 - Criminal justice procedures and confidentiality standards
 - Overdose Response (Naloxone)
 - HIPAA and 42 CFR Part 2
 - Care Coordination and Peer Support Certification (if applicable)
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Program Completion and Discharge

- **Successful Completion:** Met all requirements, maintained sobriety, and achieved goals outlined in the diversion plan; court charges may be reduced or dismissed
 - **Unsuccessful Discharge:** Due to repeated violations, relapse without re-engagement, or failure to participate in required activities; referred back to court or probation
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Program Goals

- Provide a community-based alternative to jail or prison
- Address root causes of justice involvement including addiction, trauma, and homelessness
- Support long-term recovery, housing stability, and employment
- Reduce recidivism and promote restorative justice outcomes