

Wisconsin Department of Corrections

Staff Assaults and Injuries

July 1, 2015 – June 30, 2016



Fiscal Year 2016

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Fiscal Year 2016

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Introduction

Reporting

In late 2012, the Wisconsin Department of Corrections' (DOC) Division of Adult Institutions (DAI), created a policy requiring employees to report and track assaults. This policy outlines the definition of an assault, an injury, the new reporting system, and procedures for reporting assaults to law enforcement. In September of that year, a new reporting system was created to enhance collection, review, and analysis of assault and injury data. Each DAI incident is categorized as an attempted assault, completed assault, or staff injury.

In fiscal year (FY) 2014 the Division of Juvenile Corrections (DJC) began electronically recording staff assaults and injuries that occurred at Copper Lake School (CLS) or Lincoln Hills School (LHS), DOC's two juvenile correctional facilities. Staff assaults and injuries were reported on incident report forms; however certain types of incidents were not reported in the electronic system in FY 14 or 15, so because of these gaps only DJC assault and injury data for FY16 is presented in this report.

In February 2016, the Division of Community Corrections (DCC) implemented a division-specific policy for reporting and tracking assaults and injuries. DCC reports both incidents with offenders as well as family members, associates of the offender, unknown suspects, or animals that result in a staff injury. For example, included in DCC staff injury reports are animal bites, scratches, or other actions by an animal that resulted in an injury.

This report includes three sections, one for each division, and includes data from FY16 (July 1, 2015 – June 30, 2016). DAI's section includes injuries to staff, attempted assaults, and completed assaults on staff that occurred at one of the state's 36 adult facilities and at the Wisconsin Resource Center (WRC). WRC is administered by the Wisconsin Department of Health Services (DHS) in partnership with the Wisconsin Department of Corrections (DOC). WRC is a specialized inpatient mental health facility established as a prison under s. 46.056, Wisconsin Statutes. DCC's section of this report includes staff injuries, attempted, and completed assaults on staff in any of the eight DCC regions. Lastly, the DJC section includes injuries to staff and completed assaults on staff that occurred at CLS or LHS, DOC's two juvenile correctional facilities.

Assault and Injury Definitions

The DAI policy language includes some of the following definitions. Understanding the definitions is critical to ensuring the Department is using the same terminology and understanding incidents the same way.

Active Resistance – Resistance from a subject which physically counteracts staff's attempts at control and which may create a risk of bodily harm to staff or to another.

Attempt – The essence of the crime of attempt is that the accused has failed to commit the act of the full offense, but has the direct and specific intent to commit that full offense. An offender is guilty of attempt to violate a DOC rule if either of the following is true: the offender planned to do something which would have been a rule violation if actually committed, or the offender did acts which showed a plan to violate the rule when the acts occurred.

Assault – Battery by prisoner, sexual assault and throwing assaults.

Specifically, each type of assault is defined as follows:

- A. Battery by a prisoner- As defined in Wisconsin Statutes s. 940.20. (1) BATTERY BY PRISONERS. Any prisoner confined to a state prison or other state, county or municipal detention facility who intentionally causes bodily harm or a soft tissue injury to an officer, employee, visitor or another offender of such prison or institution, without his or her consent.
- B. Sexual Assault- As defined in Wisconsin Statutes s. 940.225
- C. Throwing Assault- An assault by throwing substances such as blood, semen, waste, feces, chemicals, urine, or other substances. Wisconsin Statutes s. 946.43(2M)

Completed – The accused committed the act of the full offense of an assault.

DCC Hold – This is an offender who is admitted for a temporary stay in a WI DOC facility, and is under the supervision of the Division of Community Corrections.

Electronic Control Devices – Security equipment designated to stop, control or temporarily immobilize through the use of high voltage, low amperage electric shock.

Inmate – Any person who is under the supervision of the Department of Corrections, including juveniles, inmates, probationers, parolees or persons in a WI DAI facility.

Intentionally – As defined in Wisconsin Statutes s. 939.23 (3), means that the actor either has a purpose to do the thing or cause the result specified, or is aware that his or her conduct is practically certain to cause that result.

Offender – Any person who is under the supervision of the Department of Corrections, currently being supervised by DCC.

Passive Resistance – Resistance from a subject which does not physically counteract staff's attempts at control and which does not create a risk of bodily harm to the staff or to another.

Physical Injury by Contact – Injury to a staff member, caused by a resistive offender action that may not result in offsite medical care.

Sexual Assault – As defined in Wisconsin Statutes s. 940.225.

Spitting – The act of forcibly ejecting saliva or other substances from the mouth.

Staff Member – An individual who is employed by the DOC on a full-time, part-time or contract basis or is an intern or a volunteer.

Weapon – A weapon may include a gun, sharp object (used to inflict cutting type injury), pointed object (used to inflict stabbing type injury), solid/blunt object (thrown or used to hit), or toxic or flammable fluids/substances.

Youth – Any person who is under the supervision of the Department of Corrections, housed in a WI DJC facility or in the community.

In addition each incident is assigned to one or more of the following categories:

1. Throwing assault
2. Battery by inmate/offender/youth
3. Physical injury by contact
4. Sexual assault
5. Spitting

These categories are reported to the Association of State Correctional Administrators (ASCA) as part of its Performance Based Measures System (PBMS). The PBMS was developed to establish correctional standards across states and to allow for the appropriate comparisons of performance measures across jurisdictions.

Summary

This report examines the different factors associated with assaults against staff and staff who are injured near an offender. The analysis is based on incidents that occurred in FY16 in DAI, DCC, and DJC. The data address physical injuries, but are not intended to quantify any of the psychological effects of staff assaults. All staff involved in these incidents were offered peer support and/or referred to the Employee Services Program. Due to confidentiality requirements, it is not known how many individuals used these services. There were zero workers' compensation claims made that required an overnight hospital stay due to an injury from one of the reported incidents.

In FY16, there were:

- 408 completed assaults
- 57 attempted assaults
- 69 injuries to staff

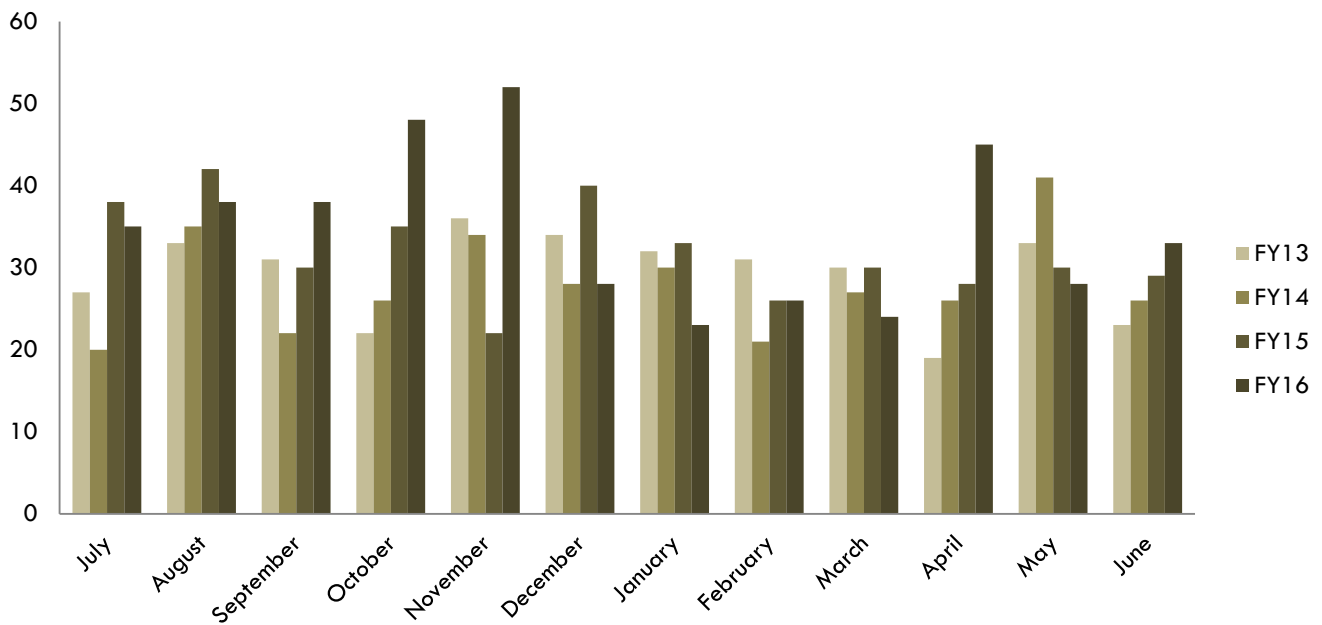
The total number of inmates/offenders/youth involved was 327 and the total number of DOC staff involved was 543.

I. Division of Adult Institutions

In FY16 there were 418 reported attempted assaults on, completed assaults on, and injuries to DAI staff. Of the 418 incidents, 52 were attempted assaults, 315 were completed assaults, and 51 were injuries by contact. The overall number of assaults and injuries reported increased from FY15 to FY16.

Type	FY13	FY14	FY15	FY16
Attempted	40	58	62	52
Completed	252	245	273	315
Injuries	59	33	48	51
Total	351	336	383	418

There were a total of 262 inmates and 412 staff members involved. In FY16, the greatest number of reported assaults and injuries occurred in October and November compared to other months.



A. Attempted Assaults on DAI Staff

The numbers below include attempted assaults on staff. These incidents include direct actions from an inmate towards a staff member where a staff member was not assaulted and there was no physical injury.

There were 52 attempted assaults reported. Sixty-eight different staff and 50 inmates were involved in these 52 attempts.

Key Points:

- 92% (48) of the attempts happened at maximum security facilities
- 69% (36) occurred in a restrictive housing area
- 46% (24) of the inmates involved were 29 years old or younger
- 69% (36) happened within the first 11 months of the inmate arriving at the facility

Type of Assault: Fifty-six percent (29) involved spitting or throwing a liquid or object at staff and 23% (12) involved an attempted battery by an inmate. An assault can be assigned to more than one category, as multiple actions could have occurred during an incident. For example, if the incident involved spitting as well as battery by prisoner, the assault was assigned to both categories.

Inmate Information

Age: Forty-six percent (24) of the inmates involved were 29 years old or younger at the time of the incident. This is lower compared to the previous fiscal year when 66 percent of inmates involved in attempted assaults were 29 years old or younger.

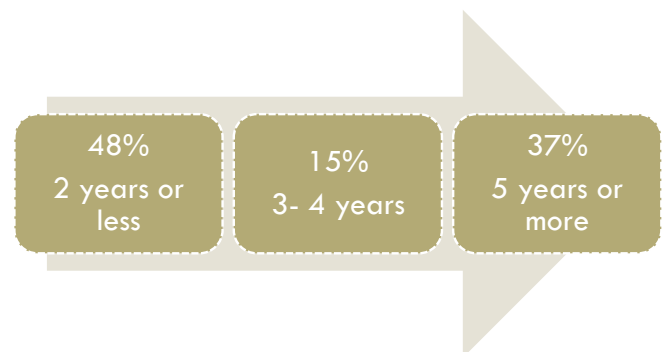
Mental Health Status: At the time of the attempt, 31 percent (16) of the inmates involved had a serious mental health condition (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Admission Date and Sentence Term:

Admission to Prison: Thirty-five percent (18) of the attempts involved inmates who had been admitted to prison for one year or less prior to the attempted assault.

Length of Stay at a Facility: Fifty-eight percent (30) of the attempts involved inmates who had been at the facility where the assault occurred for six months or less.

Sentence Term: At the time of the attempted assault, 48 percent (25) of the inmates responsible were within two years of their release date. This is a similar pattern from previous fiscal years.



Inmate History:

Previous Institutional Experience: Fifty-four percent (28) of the inmates involved in attempts had a previous episode of incarceration.

Offense History: Of the inmates involved in attempts, 73 percent were incarcerated for a violent offense (most serious offense). This includes offenses such as murder, sexual assault, and robbery. The remaining inmates' most serious offenses were property, drug, or other public order offenses.

Location Information:

Facility Security Level: The majority of attempts (92% or 48) occurred among inmates at maximum security facilities; the other 8% (4) occurred at medium security facilities.

Restrictive Housing: Sixty-nine percent (36) of the attempted assaults took place in a restrictive housing unit or area, the remaining incidents occurred in a general population housing unit or area.

Specific Location of the Attempt: Eighty-seven percent of attempts took place in the housing unit which includes restrictive housing. Specifically, sixty-five percent (34) occurred in the cell area. This includes attempts near the cell trap, during cell extractions, and when objects or substances were thrown from the cell, among others.

Staff Information

Seniority of Staff Involved in Attempts: At the time of the attempted assault, 44 percent (30) of the staff involved in attempts had been working at the WI DOC for at least five years. In addition, 25 percent (17) had been working for the WI DOC for at least 10 years.

Results:

Referred to Law Enforcement: Over half (54% or 28) of the attempted assaults were referred to law enforcement. Counties may not prosecute attempted assaults based on their available resources.

B. Completed Assaults on DAI Staff

The numbers below include completed assaults on staff. These incidents were direct actions by an inmate toward a staff member where a staff member was assaulted and possibly injured.

Of the 315 assaults reported, 318 different staff and 194 inmates were involved.

Key Points:

- 59% (187) of the assaults took place at maximum security facilities
- 67% (210) occurred in a restrictive housing area
- 61% (193) of the inmates involved were between 19 and 29 years old
- 53% (166) happened within the first six months of the inmate arriving at the facility

Type of Assault: Fifty-seven percent (180) involved spitting, or throwing a liquid or object at staff, 32 percent (100) of completed assaults involved battery by an inmate, and 2 percent (7) involved sexual assault. Though the number of overall assaults reported increased from FY15, the total number of battery assaults decreased.

An assault can be assigned to more than one category, as multiple actions could have occurred during an incident. For example, if the incident involved spitting as well as battery by a prisoner, the assault was assigned to both categories.

Inmate Information

Age: Over sixty percent (193) of the inmates involved were under 30 years old at the time of the incident; 7 percent (22) were 55 years old or older.

Mental Health Status: At the time of the completed assault, 47 percent (147) of the inmates involved had a serious mental health condition (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Assaults mainly involve inmates under the age of 30 and most often occur at maximum security facilities.

Almost half have a serious mental health condition.

Admission Date and Sentence Term:

Admission to Prison: Nearly half (152) of the involved inmates had been admitted to prison for one year or less prior to the assault. Over 25 percent of the inmates involved had been in prison for five years or more.

Length of Stay at a Facility: Fifty-three percent (166) of the assaults involved inmates who had been at the facility where the assault occurred for six months or less. Additionally, 84% (264) of the assaults happened within two years of the inmate being admitted to that facility.

Sentence Term: At the time of the assault, almost 60 percent (187) of the inmates responsible were within three years of their release date.

Inmate History:

Previous Institutional Experience: Sixty-two percent (196) of the involved inmates had at least one prior episode of incarceration.

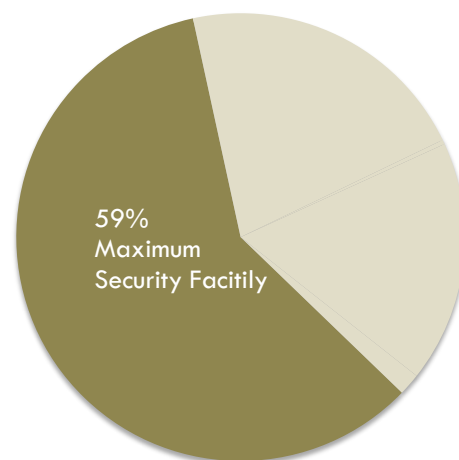
Offense History: Ninety percent (163) of the inmates were incarcerated for a violent offense (most serious offense). This includes offenses such as murder, sexual assault, and robbery.

Location Information:

Facility Security Level: The largest numbers of completed assaults were committed by inmates at maximum security facilities (59% or 187); 21 percent (67) occurred at medium security facilities; 17 percent (55) occurred at WRC; and 2 percent (6) occurred at minimum security facilities or off-site.

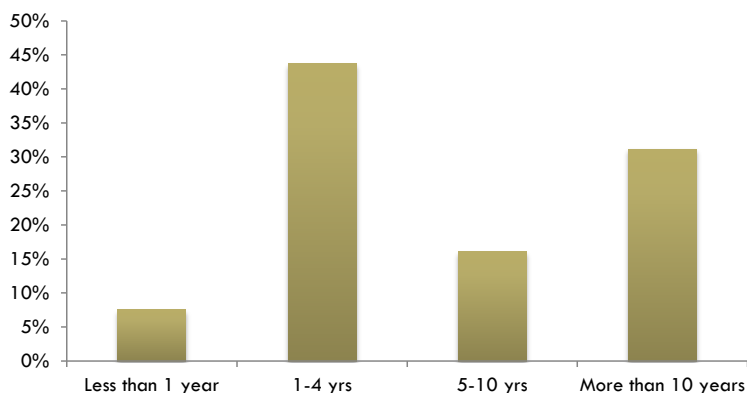
Restrictive Housing: Sixty-seven percent (210) of the completed assaults took place in a restrictive housing unit or area, the remaining incidents occurred in a general population housing unit or area.

Specific Location of the Assault: Sixty-three percent (200) of completed assaults occurred in the cell area in general and restrictive housing units. This includes assaults near the cell trap, during cell extractions, and when objects or substances were thrown from the cell.



Staff Information

Seniority of Staff Involved¹: Forty-seven percent (150) of the staff involved in completed assaults had been working at the WI DOC for at least five years prior to the assault. Over 30 percent had



¹ Contract employees for the State of Wisconsin do not have seniority dates; they and staff who do not work for the State of Wisconsin are excluded from all seniority data analyses.

been working at the DOC for more than 10 years. The graph depicts the number of years of service for the staff involved in completed assaults.

Results:

Referred to Law Enforcement: Over 60 percent (197) of the completed assaults were referred to law enforcement. Law enforcement referrals are not made if the inmate is deemed incompetent due to mental health issues. Some of the inmates were deemed incompetent and therefore a law enforcement referral was not made, as requested by local law enforcement who did not want a referral for these incidents.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the 315 assaults, 67 claims were filed.

C. DAI Staff Injuries

The numbers below include injuries to staff that resulted during an incident with or near an inmate.

An example of such an injury is when a staff member breaks up a fight between two inmates and, in the process, the staff member's foot is stepped on, resulting in a broken toe. In a manner similar to assaults, these types of incidents are reviewed each week. In FY16 there were 51 reported injury incidents involving 73 different staff members.

Location Information:

Facility Security Level: The majority of injuries reported occurred at maximum security facilities (61%). Thirty-three percent (17) occurred at medium security facilities and 6 percent (3) occurred at minimum security facilities.

Restrictive Housing: Forty-one percent (21) of the injuries took place in a restrictive housing unit or area, while 59 percent (30) of the injuries occurred outside of a restrictive housing unit or area.

Specific Location of the Incident: Thirty-one percent (16) of the injuries occurred in a cell in general and restrictive housing units. Incidents in the cell hall and housing unit constituted 75% (38) of injuries.

Results:

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity and some incidents included situations with more than one staff member involved and possibly injured. Of the 51 injury reports submitted in FY16, nine Workers' Compensation claims were filed.

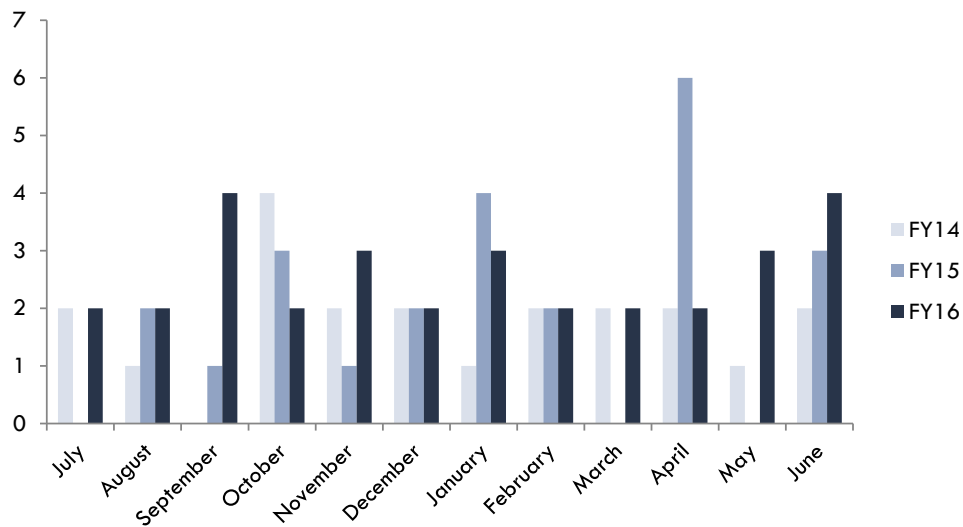
II. Division of Community Corrections

DCC also groups incidents into one of three categories: attempted assaults, completed assaults, and injuries.

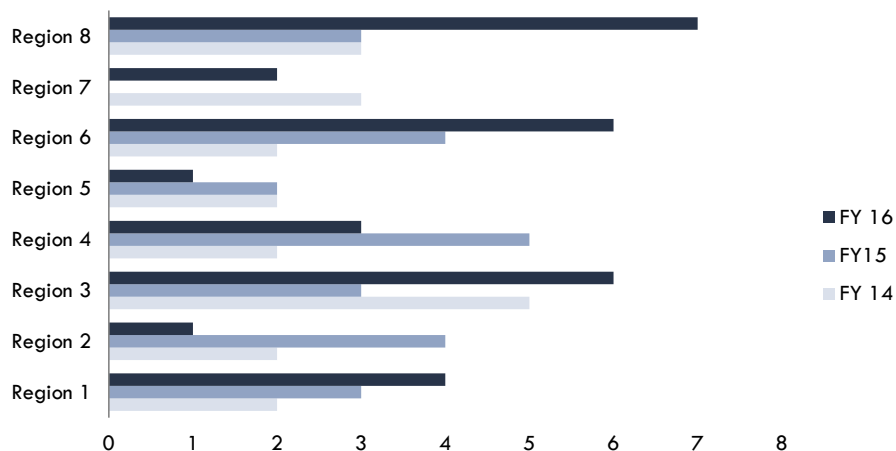
In FY16, there were 30 incidents: five attempted assaults, 12 completed assaults, and 13 injuries by contact (two by offender contact and 11 animal related incidents).

	FY14	FY15	FY16
Attempted	7	8	5
Completed	10	5	12
Injuries	4	11	13
Total	21	24	30

The largest number of incidents (4) occurred in June. Every month had at least two incidents.



The number of incidents was relatively similar among the eight DCC regions. There was at least one incident in every region in FY16. The highest number of incidents occurred in Region 8, with seven. The average number of incidents per Region was four.



A. Attempted Assaults on DCC Staff

The numbers below include attempted assaults on staff. These incidents include direct actions from an offender or an unknown actor towards a staff member, where the staff member was not assaulted and there was no physical injury.

There were five attempted assaults reported. Of the five attempts, four staff, four offenders, and one unknown actor were involved.

Key Points:

- 60% (3) of the attempted assaults involved battery by an offender
- 60% (3) occurred in a county jail
- 50% (2) of the offenders involved were younger than 30 years old

Type of Assault: Over half of the attempted assaults involved battery by an offender, while the remaining attempts involved throwing an object at staff and an attempted fire at a DCC office.

Specific Location of the Attempt: More than half (3) of attempted assaults occurred in a county jail. There were two incidents at a DCC office building.

Offender Information

Four of the five attempted assaults involved an offender.

Age: Half (2) of the offenders involved in attempted assaults were under 30 years old at the time of the incident.

Previous Supervision Experience: Fifty percent (2) of the involved offenders were on their second episode of supervision, one was on their first, and one was on their third episode.

Supervision Type: Half were on probation supervision and the other half were on extended supervision.

Offender Risk Level: All (4) of the offenders involved were high-risk. The offender's risk level represents a calculated likelihood of the risk to re-offend and is used in part to determine how closely offenders are supervised.



All of the offenders involved were high-risk

Admission Date and Sentence Term:

Admission to Supervision: All of the involved offenders had been placed on supervision within the past two years.

Sentence Term: At the time of the attempted assault half (2) of the offenders responsible were within one year of their discharge date. The other two were within two to three years of their discharge date.

Staff Information

Seniority of Staff Involved in Attempts: All of the staff involved had been working at the WI DOC for at least four years. Two of the staff involved in attempted assaults had been working at the WI DOC for at least seven years.

Type of Staff: All (4) of the staff involved in attempted assaults were DCC agents.

Results:

Referred to Law Enforcement: Four of the five (80%) attempts were referred to law enforcement.

B. Completed Assaults on DCC Staff

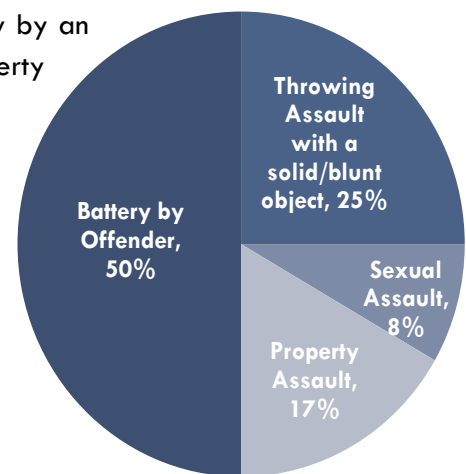
The numbers below include completed assaults on staff. These incidents were direct actions by an offender or an unknown actor towards a staff member, where a staff member was assaulted and possibly injured. There were 12 completed assaults reported during FY16. Of the 12 assaults reported, 13 different staff members, one suspected offender, one residential facility resident (previous DOC offender), one unknown actor, and nine offenders were involved. Five of the 12 incidents resulted in injuries to staff.

Key Points:

- 50% (6) of the offenders were on extended or parole supervision
- 67% (8) occurred either in or outside a DCC office
- 50% (5) of the offenders involved were 30 years old or younger

Type of Assault: Half (6) of the completed assaults involved battery by an offender. Additionally, there were three throwing assaults, two property assaults, and one sexual assault.

Specific Location of the Assault: Sixty-seven percent (8) of the assaults occurred in or outside a DCC office. Additionally, there were three incidents that occurred at a county jail, and one in the community at a group home facility where the previous DCC offender was living.



Offender Information

Ten of the 12 incidents involved an offender on supervision; one of the 12 incidents involved a group home resident (previous DOC offender), and one involved an unknown actor.

Age: Fifty percent (5) of the offenders involved were over 30 years old at the time of the incident. None were over 60 years old.

Previous Supervision Experience: Four were on their first supervision term, and two each were on their second, third, and fourth episode of supervision.

Supervision Type: Over half (6) of the offenders involved were on extended supervision or parole supervision. The other forty percent (4) were on probation supervision.

Offender Risk Level: Forty percent (4) of the offenders involved were high risk. The offender's risk level represents a calculated likelihood of the risk to re-offend and is used in part to determine how closely offenders are supervised.

Almost 70% of the staff involved had worked for DOC for at least five years

Admission Date and Sentence Term:

Admission to Supervision: Fifty percent (5) of the involved offenders had been on supervision for less than one year at the time of the assault. Additionally, 80% (8) had been on supervision for at least three years when the assault occurred.

Sentence Term: At the time of the assault, half (5) of the offenders responsible had less than two years until their scheduled discharge date.

Staff Information

Seniority of Staff Involved: Sixty-nine percent (9) of the involved staff had been working at the WI DOC for at least five years.

Type of Staff: Ninety-two percent (12) of the staff involved in the incidents were DCC agents. The remaining staff member was a DCC Intern (8%).

Results:

Referred to Law Enforcement: Ninety-two percent (11) of the assaults were referred to law enforcement.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the 12 assaults, 13 staff were involved, and three claims were filed.

C. DCC Staff Injuries

The numbers below detail injuries to staff that resulted during an incident with or near an offender or an animal.

An example of an injury is when a staff member is performing a home visit at the offender's house and the offender's dog bites or scratches the staff member. In FY16 there were 13 reported injury incidents. Eleven (85%) of these incidents involved an animal bite, scratch, or puncture wound. Two (15%) of the incidents involved physical injury by contact with the offender during a custody or restraint situation.

Location Information:

Specific Location of the Incident: All (11) of the injuries involving an animal occurred at the offender's residence. Of the incidents involving an offender, one occurred at a DCC office and the other occurred at a county jail.

Results:

Injuries and Workers' Compensation Claims: Injuries occurred with many levels of severity and often include situations where more than one staff member is involved. Of the 13 injury incidents, one Workers' Compensation claim was filed in FY16.

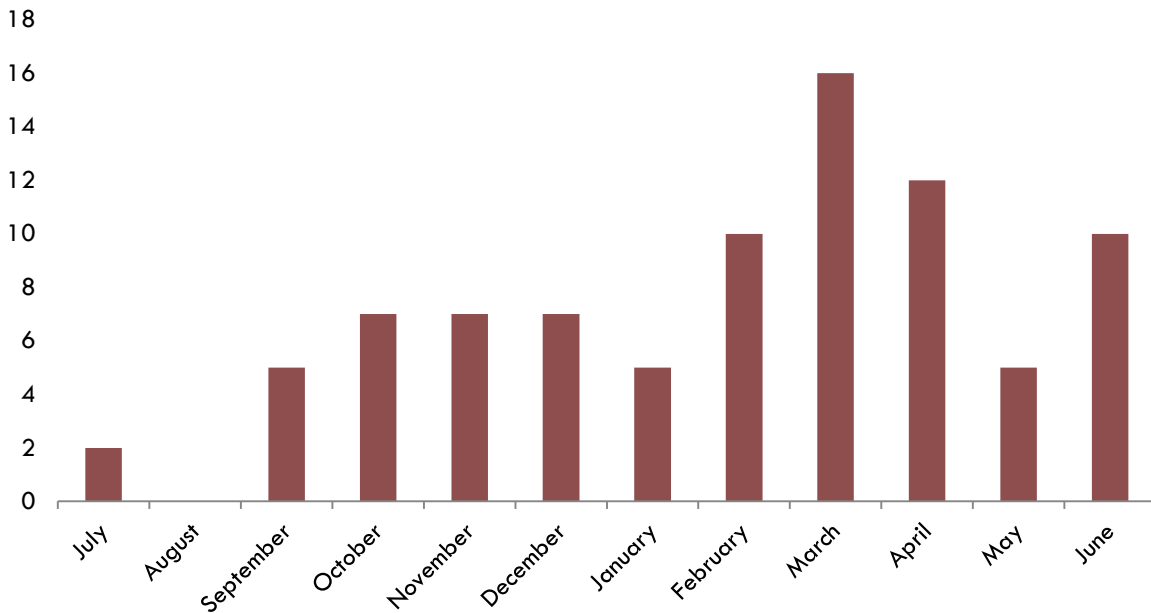
III. Division of Juvenile Corrections

Previously, DJC staff assaults and injuries were reported on incident report forms; however certain types of incidents were not reported in the electronic assault and injury tracking system during FY14 or FY15. The gaps were addressed and systematic changes have been put into place for consistent reporting. Due to this incomplete information for previous years, this report includes only FY16 information.

For this report period, DJC tracked completed assaults and reported injuries to staff. Currently, DJC does not track assaults on staff while the youth is on supervision, or injuries to DJC field staff. In FY16, there were 86 completed assaults and reported injuries to DJC staff.

Type	FY16
Completed	81
Injuries	5
Total	86

The largest number of incidents (16) occurred in March. Every month had at least two incidents, except August, when no incidents occurred.



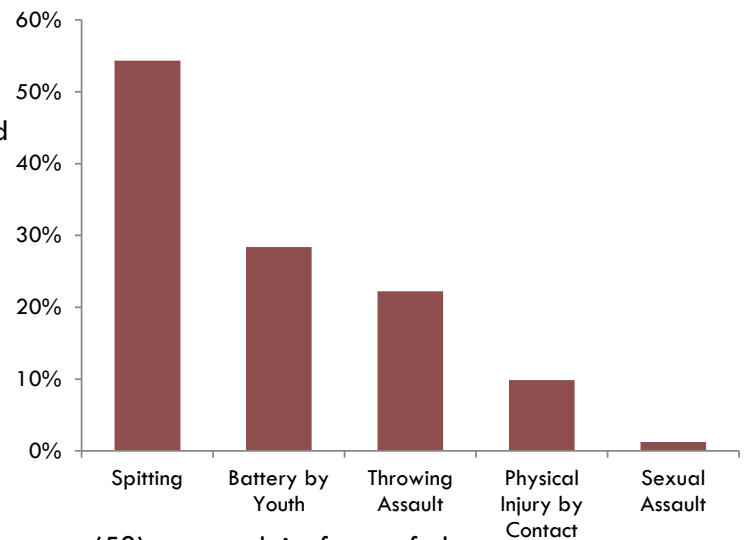
A. Completed Assaults on DJC Staff

The numbers below include completed assaults on DJC staff at Copper Lake School or Lincoln Hills School. These incidents were direct actions by a youth toward a staff member where a staff member was assaulted and possibly injured. Of the 81 assaults reported, 101 different staff members and 33 youth were involved.

Key Points:

- 7% (6) of the assaults occurred at Copper Lake School
- 93% (75) of the assaults occurred at Lincoln Hills School
- 69% (56) of the youth involved were 16 years old or older
- 88% (71) of the assaults occurred in restrictive housing

Type of Assault: Over seventy percent (59) of the completed assaults involved spitting or throwing a liquid or object at staff, and 29 percent (23) involved battery by a youth. As previously noted, an assault can be assigned to more than one category, as multiple actions could have occurred during one incident.



Location Information:

Specific Location of the Assault: Over seventy percent (58) occurred in front of the juvenile's room. An additional 17 percent (14) of assaults occurred in the cell hall.

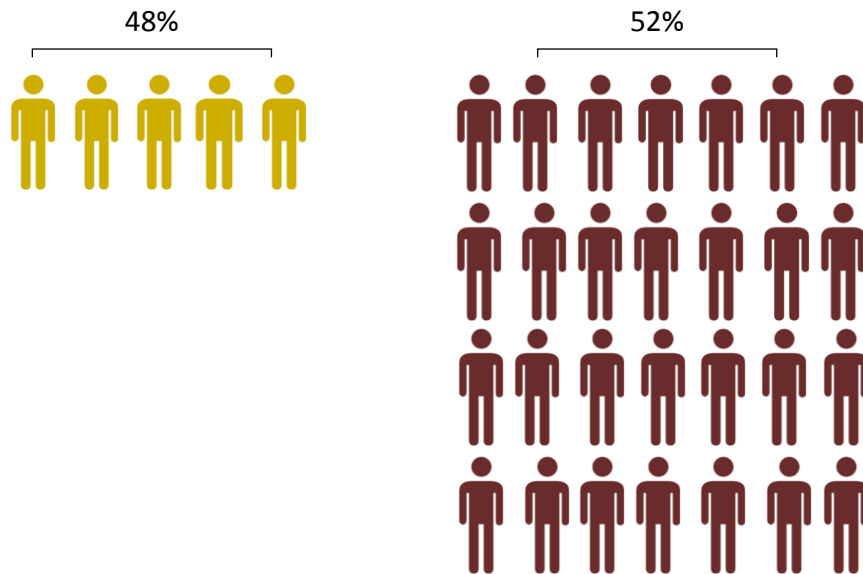
Restrictive Housing: Eighty-eight percent (71) of the completed assaults took place in a restrictive housing unit or area; the remaining incidents occurred in a general population housing unit or area. Also, almost all of the spitting or throwing assaults occurred in restrictive housing.

Youth Information:

Age and Gender:

Age at Assault	Female	Male
14	-	11
15	3	11
16	2	32
17	1	21
18	-	-

Repeat Offenders: Five youth had a combined 39 completed staff assaults, account for almost half (48%) of the total completed assaults on staff.



Admission Date and Sentence Term:

Institution Admission: Ninety-eight percent (79) of the completed assaults involved youth who had been admitted to the juvenile correctional facility one year or less prior to the assault.

Sentence Term: At the time of the assault 17 percent (14) of the youth responsible were within six months of their scheduled release date. Additionally, 89 percent (72) were within two years of their scheduled release date at the time of the assault.



Staff Information:

Seniority of Staff Involved: At the time of the assault, almost half of the involved staff had been working at the WI DOC for at least five years. Twelve percent staff members had worked for DOC for less than one year.

80% of staff had been working at WI DOC for at least 2 years

Results:

Referred to Law Enforcement: Forty-two percent of the assaults (34) were referred to law enforcement.

Injuries and Workers' Compensation Claims: Staff sustained injuries of varying degrees of severity. Of the 81 assaults, 15 claims were filed.

B. DJC Staff Injuries

In FY16 there were five reported injury incidents involving 10 different staff. These incidents included injuries to staff that resulted during an incident with or near a youth.

Three incidents occurred in the day room, one of the incidents happened in the school and occurred one in an office.

Results:

Injuries and Workers' Compensation Claims: Injuries occurred with varying degrees of severity. Of the five injury reports submitted, 10 different staff were involved and nine Workers' Compensation claims were filed in FY16.

IV. Conclusion and Initiatives

The DOC is committed to continuing its work to reduce the number of staff assaults, attempts and injuries that take place at all of its facilities and in the community.

Division of Adult Institutions

Restrictive Housing Reform

A primary focus for DAI has been to continue the reduction of seriously mentally ill inmates who are housed in restrictive housing.

The Department developed and implemented more dynamic misconduct diversionary procedures and programs for inmates designated as seriously mentally ill, with plans to include diversion units designed as alternatives to restrictive housing.

The Division policy specifically references the use of alternative sanctions outside of restrictive housing when possible and appropriate. For those inmates with serious mental illness who find their way into restrictive housing, facilities have been charged with providing additional out of cell time and programming where resources allow.

Any inmate with a serious mental illness, who received a disciplinary separation disposition of 60 days or more, had a Behavior Management Plan (BMP) developed within 10 days of their disposition. These plans are to ensure the well-being of inmates and set acceptable behaviors and actions needed for individuals to earn their way out of restrictive housing. These plans are based around appropriate behavior and individual program participation. In the same manner, inmates with a serious mental illness placed in administrative confinement also had a BMP developed within 10 days.

Certified Peer Specialist Program

In FY16, the Division of Adult Institutions continued with plans to implement a Certified Peer Specialist program at several facilities. This program aims to train inmates to provide support and counseling services to other inmates on a variety of issues, including supporting mental health treatment participation. Toward this goal, two prospective trainers – one from DAI and one from DJC – were selected to take a course that would allow them to certify inmates as Peer Specialists. The program is scheduled to begin in 2017 at Wisconsin Secure Program Facility. A select number of inmates will start their certification process. Upon their completion, DAI expects the Certified Peer Specialist Program will help contribute to a safer environment for staff and inmates.

Division of Community Corrections

Training

DCC continues to place emphasis on annual DCC Principles of Subject Control training for staff in order to promote staff, offender, and community safety. DCC will offer training on the use of Oleoresin Capsicum (OC) for staff who have not previously had exposure. The training will ensure all staff have the ability to carry OC according to the requirements outlined in policy.

Prevention Planning

DCC continues to direct staff to best practices of custody, escort, and the transport of offenders. Reviews of all incidents where force beyond dialogue was used, as well as other safety related incidents, inform subsequent policy decisions and training initiatives.

The DCC transportation policy was recently updated as a result of use of force reviews. This policy is intended to proactively address staff safety concerns during transports and custodies occurring in the field, when the opportunities for staff injury are among the highest.

Office Layout

Review of DCC unit office floor plans is ongoing, with a focus on staff's overall safety and security. All floor plans for new office space are designed with a custody staging area and law enforcement assistance locations within the building.

Division of Juvenile Corrections

Documentation

A youth injury review panel that includes DJC leadership, Health Services, and Psychology Services staff as well as the Office of the Secretary, the Office of Legal Counsel, and DAI Security, reviews all injuries to youth, regardless of how the injury was sustained or how significant the injury is. These comprehensive reviews have led to improved tracking and documentation and give DJC administration the ability to both ensure appropriate and timely staff response, and identify opportunities for more effective responses to incidents of youth aggression or other negative behaviors.

Training

DJC staff continue to receive training in professional communication, de-escalation, and incident response. This includes re-training current staff in DOC's complete use of force training curriculum, therefore reinforcing the importance of using verbal de-escalation techniques in preventing and addressing incidents.

Video and Body Cameras

An assessment of technological needs has been completed to ensure broader monitoring and recording, resulting in the installation of additional video cameras in critical areas, and implementation of a comprehensive camera upgrade project. In addition, DJC purchased body cameras to be worn by security staff. Staff are required to record all interactions with youth during acts of youth aggression, crisis intervention, and other circumstances.