

# Wisconsin Department of Corrections

## Staff Assaults and Injuries

July 1, 2017 – June 30, 2018



Fiscal Year 2018

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# Staff Assaults and Injuries

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Fiscal Year 2018

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## Introduction

In 2012, the Wisconsin Department of Corrections' (DOC) Division of Adult Institutions (DAI) created a policy requiring employees to report and track staff assaults. This policy outlined the definition of an assault and an injury, established a new reporting system, and defined a procedure for reporting assaults to law enforcement. In September 2012, the new reporting system was implemented to enhance collection, review, and analysis of staff assault and injury data.

This report includes four sections: Division of Adult Institutions, Division of Community Corrections, Division of Juvenile Corrections, and Injuries to Staff that occurred in FY18. The Injuries to Staff section was added in FY17, and was designed to highlight the differences between divisions in terms of the definition of staff injuries. Each incident is categorized as an attempted assault, completed assault, or staff injury.

DAI's section of this report includes incidents that occurred at one of the state's 36 adult facilities and at the Wisconsin Resource Center (WRC). WRC is a specialized inpatient mental health facility established as a prison under s. 46.056, Wisconsin Statutes, administered by the Wisconsin Department of Health Services (DHS) in partnership with the DOC.

In February 2016, the Division of Community Corrections (DCC) implemented a division-specific policy for reporting and tracking staff assaults and injuries. DCC reports incidents that involve offenders as well as family members, associates of the offender, unknown actors, or animals that result in a staff injury. Through FY17, DCC reported incidents involving animal bites, scratches, or other actions by an animal that resulted in an injury in the injuries category. Beginning in FY18, the injuries category was redefined to no longer include incidents involving animals; however, if an incident involving an animal also involved intent to cause physical harm to DCC staff, these incidents are reported as either attempted assaults or completed assaults. Reporting for DCC's section of this report includes attempted assaults, completed assaults, and injuries in any of the eight DCC Regions.

In FY14, the Division of Juvenile Corrections (DJC) began electronically recording staff assaults and injuries that occurred at Copper Lake School (CLS) and Lincoln Hills School (LHS), the 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 FY14, FY15, and part of FY16. These gaps appear in the DJC staff assault and injury data. In FY18, DJC began tracking group incidents which involve more than one youth and occasionally more than one staff member.

## Summary

This report examines the different factors associated with staff assaults and staff who are injured near offenders or other individuals associated with offenders. Staff assault data became available for all three DOC divisions (DAI, DCC, and DJC) in FY14. Since then, many improvements have been made in data tracking and reporting. For example, beginning in FY18, DCC redefined incidents involving animals that resulted in a staff injury to only include incidents if the intent was to cause physical harm to DCC staff. Additionally in FY18, DJC began tracking group incidents which involve multiple youth and occasionally more than one staff member.

The analysis in this report is based on incidents that occurred in FY18 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 staff used these services.

In FY18, there were 534 total incidents in all three DOC divisions:

- 60 attempted assaults
- 397 completed assaults
- 77 injuries to staff

The total number of staff involved was 470 and the total number of offenders and youth involved was 336. A staff member, offender, or youth may have been involved in multiple incidents during the report timeframe. For example, a staff member may have been involved in an attempted assault and an injury. Additionally, an offender may have been involved in multiple completed assaults.

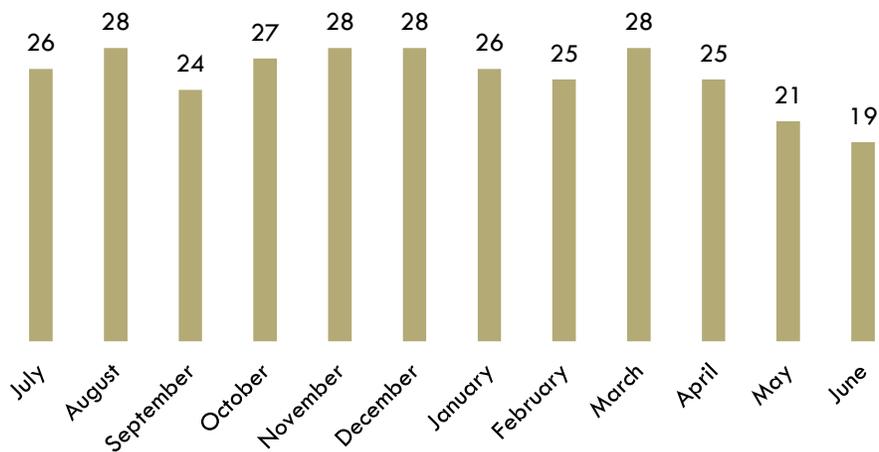
## I. Division of Adult Institutions

In FY18, there were 305 attempted assaults and completed assaults to DAI staff. Of that number, 34 were attempted assaults and 271 were completed assaults. Of the 305 incidents, 302 different staff members and 218 offenders were involved.

Type	FY13	FY14	FY15	FY16	FY17	FY18
Attempted	40	58	62	52	54	34
Completed	252	245	273	315	263	271
Total	292	303	335	367	317	305

In FY18, four months (August, November, December, and March) each had 28 incidents. The fewest number occurred in June (6% or 19). On average, 25 incidents occurred each month during FY18 in DAI. More specifically, 27 incidents occurred on average each month between July and December 2017, and 24 incidents occurred on average each month between January and June 2018.

**DAI FY18 Attempted and Completed Assaults by Month**



## A. Attempted Assaults on DAI Staff

The information in this section includes attempted assaults on DAI staff. These incidents include direct actions by an offender towards a staff member, where the staff member was not assaulted. Of the 34 attempted assaults reported, 40 different staff members and 31 offenders were involved.

### Assault Information

**Type of Assault:** Thirty-eight percent (13) of the attempted assaults involved battery, 29% (10) involved throwing, 24% (8) involved spitting, 6% (2) involved physical injury by contact, and 9% (3) involved sexual assault. An attempt can be assigned to more than one category, as multiple actions could have occurred. For example, if the attempt involved spitting as well as battery by the offender, the attempt was assigned to both categories.

**Facility Security Level:** The majority (71% or 24) of attempted assaults occurred at a maximum security facility, 26% (9) occurred at a medium security facility, and 3% (1) occurred off-site at a hospital.

**Restrictive Housing:** Fifty percent (17) of the attempted assaults occurred in a restrictive housing unit or area. The remaining attempts occurred in a general population housing unit or area.

**Specific Location:** Seventy-four percent (25) of the attempted assaults occurred in a cell, cell front, housing unit, or day room. This includes incidents near the cell trap, during cell extractions, in the cell hall, or when objects or substances were thrown from the cell.

### Offender Information

**Age:** Thirty-five percent (12) of the attempted assaults involved offenders who were 29 years old or younger at the time of the attempt. Twenty-one percent (7) of the attempts involved offenders who were 55 years old or older at the time of the attempt.

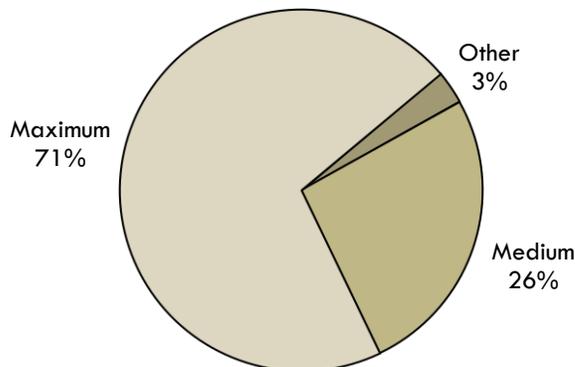
**Mental Health Status:** Eighteen percent (6) of the attempted assaults involved offenders who had a serious mental health condition at the time of the attempt (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

**Previous Episode of Incarceration:** Fifty-six percent (19) of the attempted assaults involved offenders who had a previous episode of incarceration.

**Offense History:** Eighty-eight percent (30) of the attempted assaults involved offenders who were incarcerated for a violent offense as their most serious offense. This includes offenses such as murder, sexual assault, and robbery. The remaining offenders' most serious offenses were property, drug, or public order offenses.

**Repeat Offenders:** Eighty-five percent (29) of the attempted assaults involved offenders who were only involved in one attempt. The most assaultive offender was involved in three attempts.

DAI Attempted Assaults by Security Level



## Sentence Information

**Time in Prison:** Twenty-nine percent (10) of the attempted assaults involved offenders who had been in prison for less than two years at the time of the attempt. Thirty-five percent (12) of the attempts involved offenders who had been in prison between two and five years, and 35% (12) involved offenders who had been in prison for five or more years at the time of the attempt.

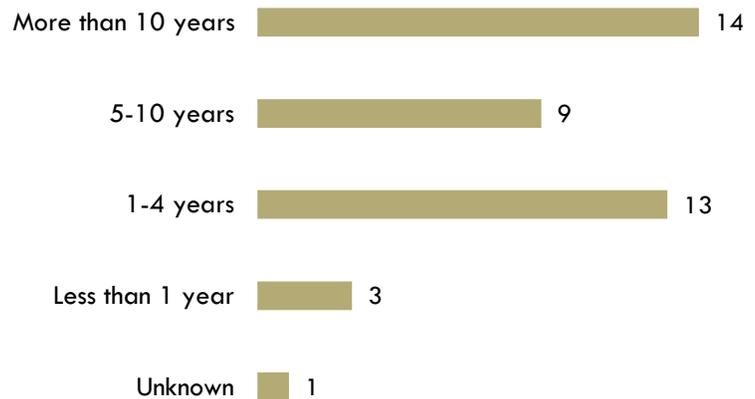
**Time at the Facility:** Fifty-three percent (18) of the attempted assaults involved offenders who had been at the facility where the attempt occurred for six months or less.

**Time Left to Serve:** Thirty-five percent (12) of the attempted assaults involved offenders who had less than three years until their release date. More specifically, 29% (10) of the attempts involved offenders who had less than two years, and 24% (8) had less than one year until their release date.

## Staff Information

**Seniority:** At the time of the attempt, the majority (35% or 14) of staff involved had worked at the DOC for more than ten years. Additionally, 8% (3) of the attempts involved staff who had been working for less than one year, 33% (13) had been working between one and four years, 23% (9) had been working between five and ten years, and 3% (1) was unknown. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by WIDOC.

### DAI Staff Seniority in Attempted Assaults



## Results

**Referred to Law Enforcement:** Over half (56% or 19) of the attempted assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 34 attempted assaults reported in FY18, one workers' compensation claim was filed.

## B. Completed Assaults on DAI Staff

The information in this section includes completed assaults on DAI staff. These incidents include direct actions by an offender towards a staff member, where the staff member was assaulted. Of the 271 completed assaults reported, 271 different staff members and 196 offenders were involved.

### Assault Information

**Type of Assault:** Thirty percent (82) of the assaults involved battery, 42% (113) involved throwing, 19% (51) involved spitting, 15% (40) involved physical injury by contact, and 3% (9) involved sexual assault. An assault can be assigned to more than one category, as multiple actions could have occurred. For example, if the assault involved spitting as well as battery by the offender, the assault was assigned to both categories.

**Facility Security Level:** The majority (77% or 209) of assaults occurred at a maximum security facility, 23% (61) occurred at a medium security facility, and less than 1% (1) occurred at a minimum security facility.

**Restrictive Housing:** Sixty-nine percent (187) of the assaults occurred in a restrictive housing unit or area. The remaining assaults occurred in a general population housing unit or area.

**Specific Location:** Eighty percent (217) of the assaults occurred in a cell, cell front, housing unit, or day room. This includes incidents near the cell trap, during cell extractions, in the cell hall, or when objects or substances were thrown from the cell.

### Offender Information

**Age:** Sixty-one percent (164) of the assaults involved offenders who were 29 years old or younger at the time of the assault. Five percent (14) of the assaults involved offenders who were 55 years old or older at the time of the assault.

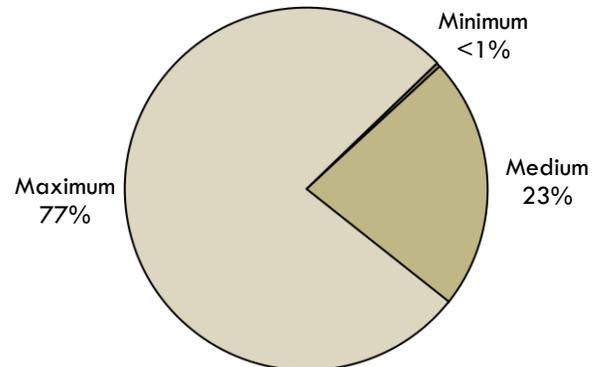
**Mental Health Status:** Thirty percent (81) of the assaults involved offenders who had a serious mental health condition at the time of the assault (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

**Previous Episode of Incarceration:** Fifty-four percent (146) of the assaults involved offenders who had a previous episode of incarceration.

**Offense History:** Ninety percent (244) of the assaults involved offenders who were incarcerated for a violent offense as their most serious offense. This includes offenses such as murder, sexual assault, and robbery. The remaining offenders' most serious offenses were property, drug, or public order offenses.

**Repeat Offenders:** Fifty-eight percent (158) of the assaults involved offenders who were only involved in one assault. The most assaultive offender was involved in nine assaults.

DAI Completed Assaults by Security Level



## Sentence Information

**Time in Prison:** Forty-nine percent (133) of the assaults involved offenders who had been in prison for less than two years at the time of the assault. Nineteen percent (50) of the assaults involved offenders who had been in prison between two and five years, and 33% (88) involved offenders who had been in prison for five or more years at the time of the assault.

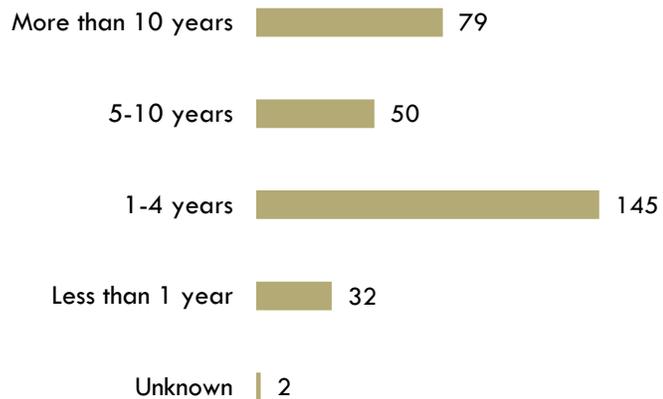
**Time at the Facility:** Forty-eight percent (129) of the assaults involved offenders who had been at the facility where the assault occurred for six months or less.

**Time Left to Serve:** Forty-two percent (115) of the assaults involved offenders who had less than three years until their release date. More specifically, 37% (99) of the assaults involved offenders who had less than two years, and 22% (59) had less than one year until their release date.

## Staff Information

**Seniority:** At the time of the assault, the majority (47% or 145) of staff involved had worked at the DOC between one and four years. Additionally, 10% (32) of the assaults involved staff who had been working for less than one year, 16% (50) had been working between five and ten years, 26% (79) had been working for more than ten years, and 1% (2) were unknown. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by WIDOC.

### DAI Staff Seniority in Completed Assaults



## Results

**Referred to Law Enforcement:** Seventy-three percent (199) of the assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 271 completed assaults reported in FY18, 87 workers' compensation claims were filed.

## C. Recommendations

**Restrictive Housing Reform:** An ongoing focus for DAI has been to further reduce the number of seriously mentally ill offenders who are placed in Restrictive Housing. Additional diversion procedures and programs are being developed for offenders who are seriously mentally ill. In FY18, the 86-bed Secure Residential Treatment Unit (SRTU) opened at OSCI to provide a treatment-focused alternative to Restrictive Housing for medium-security offenders who have serious mental illness and behavioral problems.

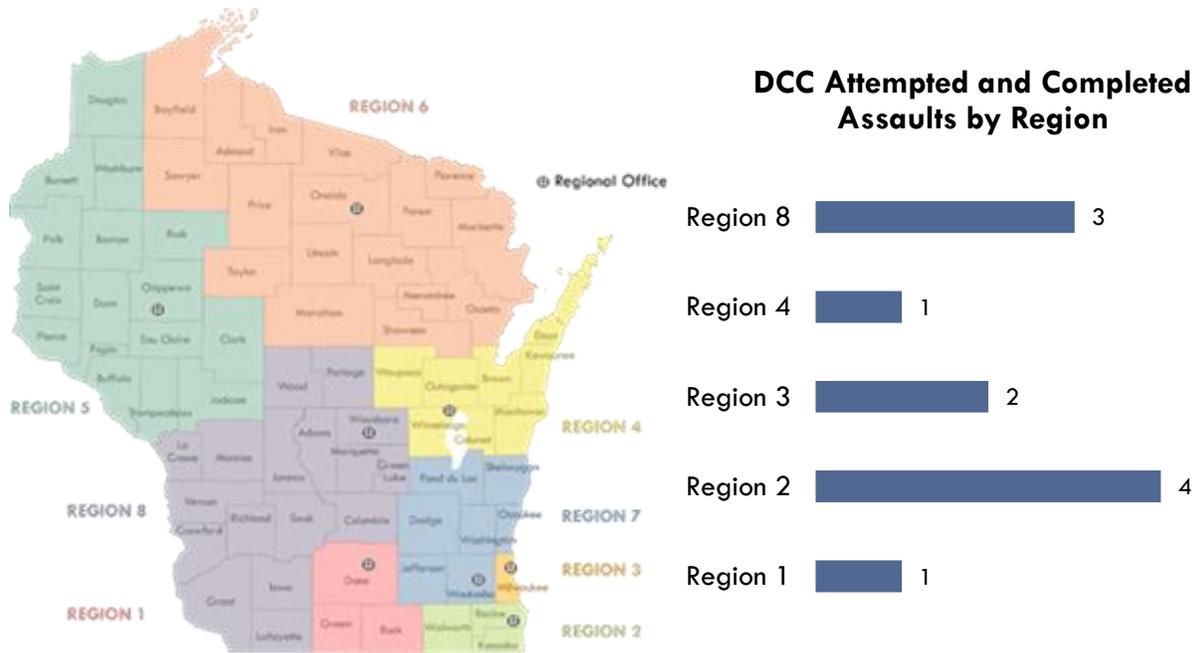
**Certified Peer Specialist Program:** The DOC's Certified Peer Specialist Program enrolls selected offenders in Peer Specialist training so that they become eligible for Wisconsin Certification as a Peer Specialist. In this program, Certified Peer Specialists at a DOC facility can mentor other offenders to help increase their coping skills and defuse problematic situations, in order to lower the number of staff assaults. In FY18 this program was active at three DOC facilities and there are current plans for further expansion in FY19.

## II. Division of Community Corrections

In FY18, there were 11 attempted assaults and completed assaults to DCC staff. Of that number, one was an attempted assault and 10 were completed assaults. Of the 11 total incidents, 13 different staff members, 8 offenders, and three unknown actors were involved.

Type	FY14	FY15	FY16	FY17	FY18
Attempted	7	8	5	12	1
Completed	10	5	12	13	10
Total	17	13	17	25	11

DCC is made up of eight Regions, each led by a Regional Chief located at a Regional Office within the Region. Region 2 had the most reported incidents in FY18 (36% or 4), and Regions 5, 6, and 7 did not report any incidents.



## **A. Attempted Assaults on DCC Staff**

The information in this section includes attempted assaults on DCC staff. These incidents include direct actions by an offender or an unknown actor towards a staff member, where the staff member was not assaulted. Of the one attempted assault, two different staff members and one offender were involved.

### **Assault Information**

**Type of Assault:** The attempted assault involved battery by the offender.

**Specific Location:** The attempted assault occurred in a County Jail.

### **Offender Information**

**Age:** The offender involved was over 30 years old at the time of the attempt.

**Risk Level:** The offender's risk level was unknown at the time of the attempt; an assessment was not completed at the time of the attempt.

### **Supervision Information**

**Previous Episode of Supervision:** The offender involved was on their second episode of supervision at the time of the attempt.

**Supervision Type:** The offender involved was on probation at the time of the attempt.

**Time on Supervision:** The offender involved had been on supervision for less than one month at the time of the attempt.

**Time to Scheduled Discharge:** At the time of the attempted assault, the offender involved had less than one year until their scheduled discharge date.

### **Staff Information**

**Seniority:** Both of the staff involved had been working at the DOC for more than 10 years at the time of the attempt.

**Type of Staff:** Both of the staff involved were DCC Agents.

### **Results**

**Referred to Law Enforcement:** The attempt was not referred to law enforcement.

**Workers' Compensation Claims:** Of the one attempted assault reported in FY18, no workers' compensation claims were filed.

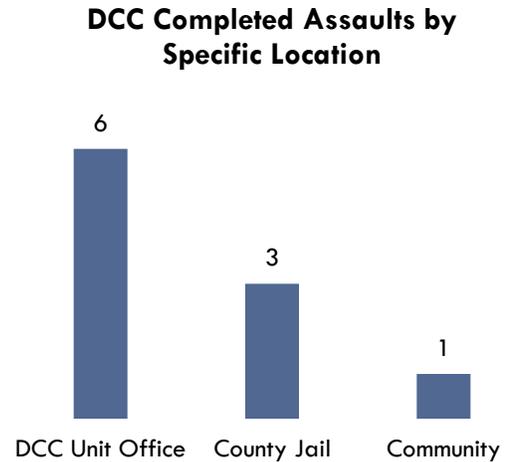
## B. Completed Assaults on DCC Staff

The information in this section includes completed assaults on DCC staff. These incidents include direct actions by an offender or an unknown actor towards a staff member, where the staff member was assaulted. There were 10 completed assaults reported in FY18. Of the 10 completed assaults, 11 different staff members, 7 offenders, and 3 unknown actors were involved.

### Assault Information

**Type of Assault:** Thirty percent (3) of the assaults involved battery, 40% (4) involved property assault, 10% (1) involved sexual assault, 10% (1) involved spitting, and 10% (1) involved throwing.

**Specific Location:** Sixty percent (6) of the assaults occurred at or near a DCC Unit Office. Additionally, 30% (3) of the assaults occurred at a County Jail, and 10% (1) occurred in the community.



### Offender Information

**Age:** Twenty-nine percent (2) of the offenders involved were 29 years old or younger at the time of the assault. The remaining offenders involved (71% or 5) were between 30 and 50 years old at the time of the assault.

**Risk Level:** Fifty-seven percent (4) of the offenders involved were high risk, and 43% (3) of the offenders were medium risk at the time of the assault.

### Supervision Information

**Previous Episode of Supervision:** Twenty-nine percent (2) of the offenders involved were on their first episode of supervision, 14% (1) were on their second episode, 43% (3) were on their third episode, and 14% (1) were on their fourth episode at the time of the assault.

**Supervision Type:** Forty-three percent (3) of the offenders involved were on extended supervision, 29% (2) of the offenders were on mandatory release, and 29% (2) of the offenders were on probation at the time of the assault.

**Time on Supervision:** Seventy-one percent (5) of the involved offenders had been on supervision for two years or less at the time of the assault. The remaining offenders (29% or 2) were on supervision between two and four years at the time of the assault.

**Time to Scheduled Discharge:** At the time of the assault, 57% (4) of the offenders had less than two years until their scheduled discharge date. Additionally, 14% (1) of the offenders had between two and five years, and 29% (2) of the offenders had five or more years until their scheduled discharge date.

## Staff Information

**Seniority:** At the time of the assault, 9% (1) of the staff involved had been working at the DOC for less than one year, 36% (4) had been working between one and four years, 18% (2) had been working between five and ten years, and 36% (4) had been working for more than ten years.

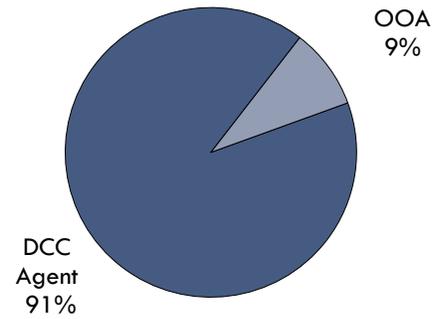
**Type of Staff:** Ninety-one percent (10) of the staff involved were DCC Agents, and one (9%) was an Office Operations Associate (OOA).

## Results

**Referred to Law Enforcement:** Ninety percent (9) of the assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 10 completed assaults reported in FY18, one workers' compensation claim was filed.

**DCC Completed Assaults by Type of Staff**



## C. Recommendations

**Prevention Planning:** DCC continues to direct staff to best practices of custody, search, escort, and transport of offenders in an effort to keep staff and offenders safe. DCC reviews all incidents where force was used, as well as other safety related incidents, to inform subsequent policy decisions and training initiatives for the next year.

**Training:** DCC continues to place emphasis on annual DCC Principles of Subject Control (POSC) training for staff in order to promote staff, offender, and community safety. DCC has completed Oleoresin Capsicum (OC) training for all applicable staff. The training ensures all staff have the ability to carry OC according to the requirements outlined in policy.

**Office Layout:** A review of DCC unit office floor plans is ongoing, with a focus on staff safety and security. Per the DCC Custody, Search, Escort and Transport training document, all offices utilize pre-determined custody staging areas, as deemed appropriate per a POSC trainer. All floor plans for new office space are designed with a goal of having a custody staging area and law enforcement assistance locations within the building.

### III. Division of Juvenile Corrections

In FY18, there were 141 reported attempted assaults and completed assaults to DJC staff. Of that number, 25 were attempted assaults and 116 were completed assaults. Of the 141 incidents, 109 different staff members, 67 youth, and one unknown actor were involved.

In FY18, there were 13 group incidents reported; of the 13 group incidents reported, 12 were considered a completed assault. Data regarding specific youth involved in group incidents is not tracked. Therefore, information regarding the specific youth involved in group incidents is not included in the Youth Information or Sentence Information section totals. Currently, DJC does not track assaults on staff that occur while youth are on supervision or injuries to DJC field staff.

Type	FY14	FY15	FY16	FY17	FY18
Attempted	0	0	0	33	25
Completed	16	13	81	105	116
Total	16	13	81	138	141

## A. Attempted Assaults on DJC Staff

The information in this section includes attempted assaults on DJC staff. These incidents include direct actions by a youth towards a staff member, where the staff member was not assaulted. Of the 25 attempted assaults reported, 33 staff, 19 youth, and one unknown actor were involved. None of the 25 attempted assaults were considered a group incident.

### Assault Information

**Type of Assault:** Forty percent (10) of the attempted assaults involved battery, 44% (11) involved throwing, 20% (5) involved spitting, and 4% (1) involved physical injury by contact. An attempt can be assigned to more than one category, as multiple actions could have occurred. For example, if the attempt involved spitting as well as battery by a youth, the attempt was assigned to both categories.

**Facility:** The majority (92% or 23) of attempted assaults occurred at Lincoln Hills School (LHS). The remaining attempts (8% or 2) occurred at Copper Lake School (CLS).

**Group Incidents:** None of the attempted assaults were considered a group incident.

**Specific Location:** Eighty percent (20) of the attempted assaults were located in the youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, during room extractions, in the housing unit, or when objects or substances were thrown from their room.

**Restrictive Housing:** Twenty-eight percent (7) of the attempted assaults occurred in a restrictive housing unit or area; the remaining attempts occurred in a general population housing unit or area.

### Youth Information

**Age:** Ninety-two percent (23) of the attempted assaults involved youth who were younger than 18 years old at the time of the attempt.

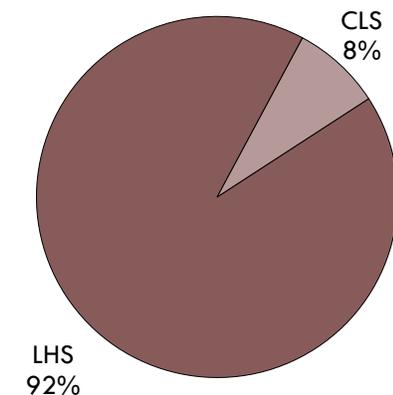
**Repeat Offenders:** Sixty-four percent (16) of the attempted assaults involved youth who were only involved in one attempt. The most assaultive youth was involved in three attempts.

### Sentence Information

**Time in the Juvenile Facility:** Seventy-two percent (18) of the attempted assaults involved youth who had been in the juvenile correctional facility for less than one year at the time of the attempt.

**Time Left to Serve:** Seventy-two percent (18) of the attempted assaults involved youth who had less than two years until their scheduled release date. More specifically, 48% (12) of the attempts involved youth who had less than one year, and 28% (7) involved youth who had less than six months until their scheduled release date.

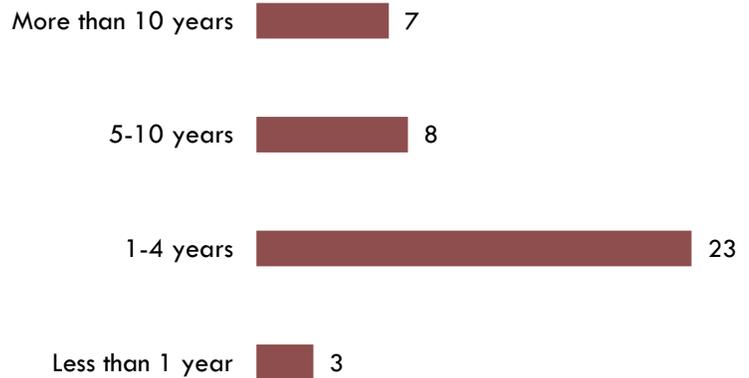
**DJC Attempted Assaults by Facility**



## Staff Information

**Seniority:** The majority (56% or 23) of staff involved had worked at the DOC between one and four years at the time of the attempt. Additionally, 7% (3) had been working for less than one year, 20% (8) had been working between five and ten years, and 17% (7) had been working for more than ten years. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by WIDOC.

### DJC Staff Seniority in Attempted Assaults



## Results

**Referred to Law Enforcement:** None of the attempted assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 25 attempted assaults reported, one worker's compensation claim was filed.

## B. Completed Assaults on DJC Staff

The information in this section includes completed assaults on DJC staff. These incidents include direct actions by a youth towards a staff member, where a staff member was assaulted. Of the 116 assaults reported, 102 different staff members and 59 youth were involved. Additionally, 12 completed assaults were considered group incidents. Data regarding specific youth involved in group incidents is not tracked. Therefore, information regarding the specific youth involved in group incidents is not included in the Youth Information or Sentence Information section totals.

### Assault Information

**Type of Assault:** Forty-seven percent (54) of the assaults involved battery by a youth, 45% (52) involved throwing, 22% (26) involved spitting, 6% (7) involved physical injury by contact, and 3% (3) involved sexual assault. An assault can be assigned to more than one category, as multiple actions could have occurred. For example, if the assault involved spitting as well as battery by a youth, the assault was assigned to both categories.

**Facility:** The majority (81% or 94) of assaults occurred at LHS. The remaining assaults (19% or 22) occurred at CLS.

**Group Incidents:** Ten percent (12) of the assaults were considered group incidents. Of the 12 completed group incidents, 92% (11) occurred at LHS, and 8% (1) occurred at CLS.

**Specific Location:** Seventy-eight percent (90) of the assaults were located in the youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, during room extractions, in the housing unit, or when objects or substances were thrown from their room.

**Restrictive Housing:** Forty-two percent (49) of the assaults occurred in a restrictive housing unit or area; the remaining assaults occurred in a general population housing unit or area.

### Youth Information

**Age:** Ninety percent (94) of the assaults involved youth who were younger than 18 years old at the time of the assault.

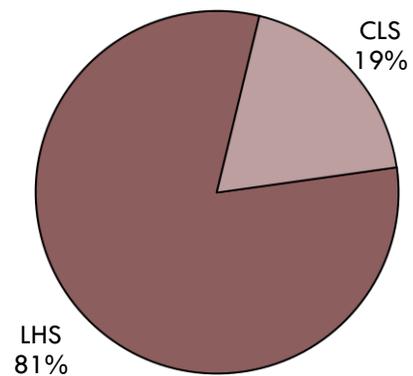
**Repeat Offenders:** Thirty-seven percent (38) of the assaults involved youth who were only involved in one assault. The most assaultive youth was involved in six assaults.

### Sentence Information

**Time in the Juvenile Facility:** Seventy percent (73) of the completed assaults involved youth who had been in the juvenile correctional facility for less than one year at the time of the assault.

**Time Left to Serve:** Sixty-seven percent (70) of the assaults involved youth who had less than two years until their scheduled release date. More specifically, 43% (45) involved youth who had less than one year until their scheduled release date.

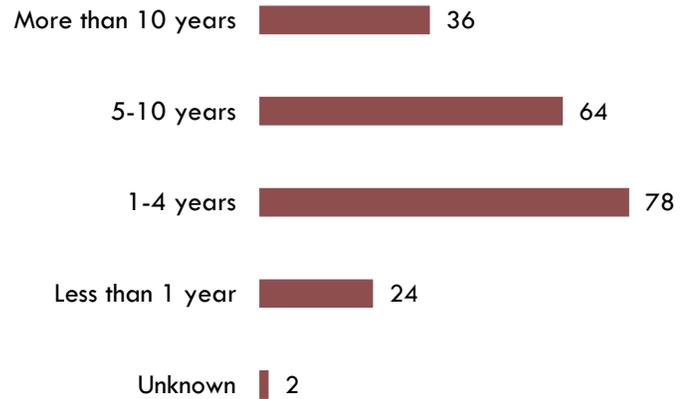
DJC Completed Assaults by Facility



## Staff Information

**Seniority:** The majority (38% or 78) of staff involved had worked at the DOC between one and four years at the time of the assault. Additionally, 12% (24) had been working for less than one year, 31% (64) had been working between five and ten years, 18% (36) had been working for more than ten years, and 1% (2) were unknown. Staff may be involved in multiple incidents throughout the reporting period, which may cause a staff member to have multiple seniority date calculations depending on the incident date. Additionally, a staff seniority date may be unknown if they are a contract worker that is not employed by WIDOC.

### DJC Staff Seniority in Completed Assaults



## Results

**Referred to Law Enforcement:** Twenty-eight percent (32) of the assaults were referred to law enforcement.

**Workers' Compensation Claims:** Of the 116 completed assaults reported, 51 workers' compensation claims were filed.

## C. Recommendations

**Targeted Intervention Program (TIP):** The TIP unit was created to serve the most behaviorally challenging youth in a staff-intensive, highly structured, treatment-rich environment. Treatment includes Dialectical Behavior Therapy (DBT), which is recognized as an effective evidence-based treatment for a variety of issues including emotional regulation and coping skill enhancement. Youth in this unit are divided into small groups that remain together during the daily structured schedule. A Youth Counselor follows each group and attends all classes, groups, and recreational activities along with the facilitators.

**STAR Room:** The STAR Room was created in the school, which stands for “Stop, Think, Act, and Review.” Youth are referred to the STAR Room by teachers in the same manner youth are referred to any school office. This resource is designed to allow youth to de-escalate or self-regulate if they become disruptive in the classroom. The STAR Room is not disciplinary in nature as it is a place for reflection, problem resolution, and at times a calm environment to complete school assignments.

**Youth Advisory Board:** Lincoln Hills School (LHS) and Copper Lake School (CLS) developed a Youth Advisory Board with representation from all units in order to promote the youth’s voice in facility operations. The monthly meetings provide a time for youth to learn about new initiatives and facility changes. Youth are encouraged to provide feedback and suggestions to better facility operations.

**Crisis Intervention Partners (CIP) Training:** The philosophy behind CIP is to improve youth safety, avoid unnecessary use of force, and improve identification, referral, and treatment planning for youth living with mental illness. Additionally, LHS and CLS trained 72 security, treatment, and education staff in FY18 in CIP.

## IV. Injuries to Staff

The information in this section includes injuries to staff that resulted during an incident with or near an offender or youth.

### A. DAI

An example of an injury is when a staff member breaks up a fight between two offenders and, in the process, the staff member's foot is stepped on, resulting in a broken toe. In FY18, there were 40 reported injury incidents involving 49 different staff members and 40 offenders.

Type	FY13	FY14	FY15	FY16	FY17	FY18
Injuries to Staff	59	33	48	51	48	40

### Injury Information

**Type of Injury:** Thirty-three percent (13) of the injuries involved battery, 5% (2) involved throwing, 5% (2) involved spitting, and 65% (26) involved physical injury by contact. An injury can be assigned to more than one category, as multiple actions could have occurred. For example, if the injury involved spitting as well as battery by the offender, the injury would be assigned to both categories.

**Facility Security Level:** The majority (73% or 29) of the injuries occurred at a medium security facility, and 27% (11) occurred at a maximum security facility.

**Restrictive Housing:** Forty-five percent (18) of the injuries occurred in a restrictive housing unit or area. The remaining injuries occurred in a general population housing unit or area.

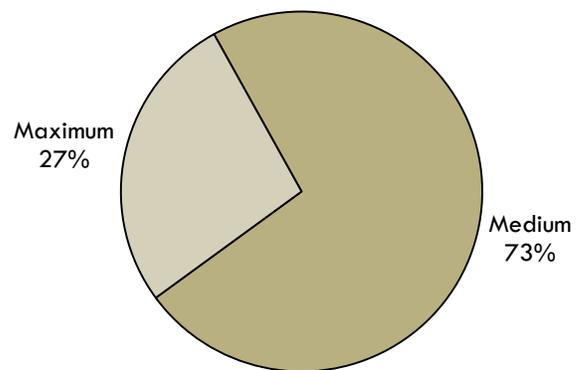
**Specific Location:** Seventy-eight percent (31) of the injuries occurred in a cell, cell front, housing unit, or day room. This includes incidents near the cell trap, during cell extractions, in the cell hall, or when objects or substances were thrown from the cell.

### Results

**Referred to Law Enforcement:** Fifty percent (20) of the injuries were referred to law enforcement.

**Workers' Compensation Claims:** Of the 40 injuries reported in FY18, 37 workers' compensation claims were filed.

DAI Injury Incidents by Security Level



## B. DCC

In FY18, DCC redefined tracking and reporting injury incidents involving animals to only include incidents if the intent was to cause physical harm to DCC staff. Prior years do include staff injury incidents from an animal absent of intent by the offender, family member, or unknown actor. An example of an injury is when a staff member is aiding in a custody of an offender and the staff member strains their back. In FY18, there were three reported injury incidents that involved nine different staff and three offenders.

Type	FY14	FY15	FY16	FY17	FY18
Injuries to Staff	4	11	13	6	3

### Injury Information

**Type of Injury:** Thirty-three percent (1) of the injuries involved an animal bite, scratch, or puncture wound. Additionally, 67% (2) involved physical injury by contact.

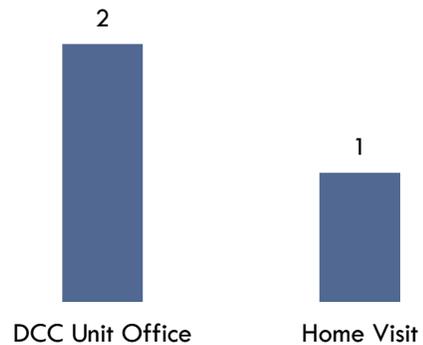
**Specific Location:** Thirty-three percent (1) of the injuries occurred during a home visit. The remaining injuries (67% or 2) occurred at or near a DCC Unit Office.

### Results

**Referred to Law Enforcement:** All of the injuries were referred to law enforcement.

**Workers' Compensation Claims:** Of the three injuries reported in FY18, one workers' compensation claim was filed.

**DCC Injury Incidents by Specific Location**



## C. DJC

Similar to DAI, an example of an injury is when a staff member breaks up a fight between two youth and, in the process, the staff member's foot is stepped on, resulting in a broken toe. In FY18, there were 34 reported injury incidents involving 38 different staff and 29 youth. Of the 34 reported injuries, one was considered a group incident.

Type	FY14	FY15	FY16	FY17	FY18
Injuries to Staff	7	2	5	67	34

### Injury Information

**Type of Injury:** Six percent (2) of the injuries involved battery, 3% (1) involved throwing, and 94% (32) involved physical injury by contact. An injury can be assigned to more than one category, as multiple actions could have occurred. For example, if the injury involved spitting as well as battery by a youth, the injury was assigned to both categories.

**Facility:** The majority (74% or 25) of injuries occurred at LHS, and 26% (9) occurred at CLS.

**Group Incidents:** Three percent (1) of the 34 injuries were related to a group incident. The group incident occurred at LHS.

**Specific Location:** Sixty-eight percent (23) of the injuries were located in the youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, during room extractions, in the housing unit, or when objects or substances were thrown from their room.

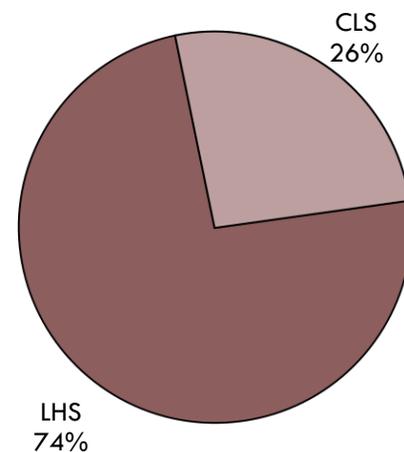
**Restrictive Housing:** Twenty-four percent (8) of the injuries occurred in a restrictive housing unit or area; the remaining incidents occurred in a general population housing unit or area.

### Results

**Referred to Law Enforcement:** Three percent (1) of the injuries were referred to law enforcement.

**Workers' Compensation Claims:** Of the 34 reported injuries, 35 workers' compensation claims were filed.

DJC Injury Incidents by Facility



## **Appendix: 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.

Assault – A physical attack on staff which may cause bodily harm.

Attempt – An offender is guilty of attempt 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.

Bodily Harm – As defined in Wisconsin Statute s. 939.22 (4) means physical injury, illness or any impairment of physical condition.

Completed – An offender is guilty of a completed assault if the offender committed the act of the full offense of an assault.

Fight – Means any situation where two or more people are trying to injure each other by any physical means.

Great Bodily Harm – As defined in Wisconsin Statutes s. 939.22 (14) means bodily injury which creates a substantial risk of death, or which causes serious permanent disfigurement, or which causes a permanent or protracted loss or impairment of the function of any bodily member or organ or other serious bodily injury.

Injury – Means an injury of any nature which is caused by the event, includes but not limited to mental damage or physical injury resulting in bodily harm, and is not a serious injury.

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, including juveniles, offenders, probationers, parolees or persons in a WI DAI facility.

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.

Serious Injury – An injury that requires urgent and immediate medical treatment and restricts the staff's usual activity. Medical treatment should be more extensive than basic first aid, such as the application of bandages to wounds: it includes great bodily harm, stitches, setting of broken bones, treatment of a concussion, etc.

Soft Tissue Injury – A soft tissue injury as defined in Wisconsin Statutes means an injury that requires medical attention to a tissue that connects, supports, or surrounds other structures and organs of the body and includes tendons, ligaments, fascia, skin, fibrous tissues, fat, synovial membranes, muscles, nerves and blood vessels.

Staff Member – A staff member is defined as an individual who is employed full-time, part-time, contractual basis, or other individuals performing correctional services (e.g., volunteers or interns).

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.

Each assault is assigned to one or more of the following categories. 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.

Each type of assault is defined as follows:

- A. Battery by a prisoner- As defined in Wisconsin Statutes s. 940.20, any prisoner who intentionally causes bodily harm or a soft tissue injury, as defined in s. 946.41 (2) (c), to an officer, employee, visitor, or another offender, without his or her consent.
- B. Physical Injury by Contact – Injury to a staff member, caused by an offender that may or may not result in off-site medical care.
- C. Sexual Assault – As defined in Wisconsin Statutes s. 940.225, any prisoner who has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- D. Spitting – As defined in Wisconsin Statutes s. 946.43(2M), any prisoner who forcibly ejects saliva or other substances from the mouth.
- E. Throwing Assault- As defined in Wisconsin Statutes s. 946.43(2M), any prisoner who throws or expels the blood, semen, vomit, saliva, urine, feces or other bodily substance with the intent that it come into contact with the officer, employee, visitor, or other offender.