

Wisconsin Department of Corrections

Staff Assaults

July 1, 2018 – June 30, 2019



Fiscal Year 2019

Department of Corrections (DOC)

Secretary: Kevin A. Carr

Division of Adult Institutions (DAI)

Administrator: Makda Fessahaye

Assistant Administrator: Doug Percy

Assistant Administrator: Stephanie Hove

Division of Community Corrections (DCC)

Administrator: Lance Wiersma

Assistant Administrator: Autumn Lacy

Division of Juvenile Corrections (DJC)

Administrator: Ron Hermes

Assistant Administrator: Lance Horozewski

Staff Assaults

Fiscal Year 2019

Table of Contents

Introduction	4
Summary	5
I. Division of Adult Institutions	6
A. Attempted Assaults on DAI Staff	7
Assault Information	7
Offender Information	7
Sentence Information	8
Staff Information	8
Results	8
B. Completed Assaults on DAI Staff	9
Assault Information	9
Offender Information	9
Sentence Information	10
Staff Information	10
Results	10
C. Recommendations	11
II. Division of Community Corrections	12
B. Completed Assaults on DCC Staff	13
Assault Information	13
Offender Information	13
Supervision Information	13
Staff Information	13
Results	13
C. Recommendations	14
III. Division of Juvenile Corrections	15
A. Attempted Assaults on DJC Staff	16
Assault Information	16
Youth Information	16
Sentence Information	16
Staff Information	17

Results	17
B. Completed Assaults on DJC Staff	18
Assault Information	18
Youth Information	18
Sentence Information	18
Staff Information	19
Results	19
C. Recommendations	20
Appendix: Staff Assault Definitions	21

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, 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 data.

This report includes three sections: Division of Adult Institutions, Division of Community Corrections, and Division of Juvenile Corrections. Each section describes the incidents that occurred in that Division during FY19. The status of each incident is categorized as an attempted assault or completed assault. Additionally, each incident type is categorized as battery, throwing, spitting, physical injury, or sexual. For example, if an offender spit at staff but missed the staff member, the incident would be categorized as an attempted assault status and a spitting type incident. The incident status and incident type variables are used to better track and monitor assault trends.

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. DCC reports incidents that involve offenders as well as family members, associates of the offender, unknown actors, or animals that result in an attempted or completed staff assault. DCC's section of this report includes attempted assaults and completed assaults in any of the eight DCC Regions.

In FY14, the Division of Juvenile Corrections (DJC) began electronically recording staff assaults that occurred at Copper Lake School (CLS) and Lincoln Hills School (LHS), the DOC's two juvenile correctional facilities. Staff assaults 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 data. In FY18, DJC began tracking group incidents which involve more than one youth and occasionally more than one staff member.

The format of the FY19 report has changed compared to past reports. Previously injuries to staff were reported in a separate section of the report. These incidents described instances where a staff member was injured near an offender, such as a staff member breaking up a fight between two offenders. After some review, a decision was made to remove staff injury data from this report since it is qualitatively different than an attempted or completed assault on a staff member.

Summary

This report examines the different factors associated with staff assaults. 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, 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 FY19 in DAI, DCC, and DJC. The data address assault incidents, but are not intended to quantify any of the psychological effects of the incidents. 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 FY19, there were 459 total incidents in all three DOC divisions:

- 61 attempted assaults
- 398 completed assaults

The total number of staff involved was 424 and the total number of offenders and youth involved was 273. Additionally, a total of 20 group incidents occurred and three unknown actors were involved in DJC incidents. 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 a completed assault. Additionally, an offender may have been involved in multiple completed assaults.

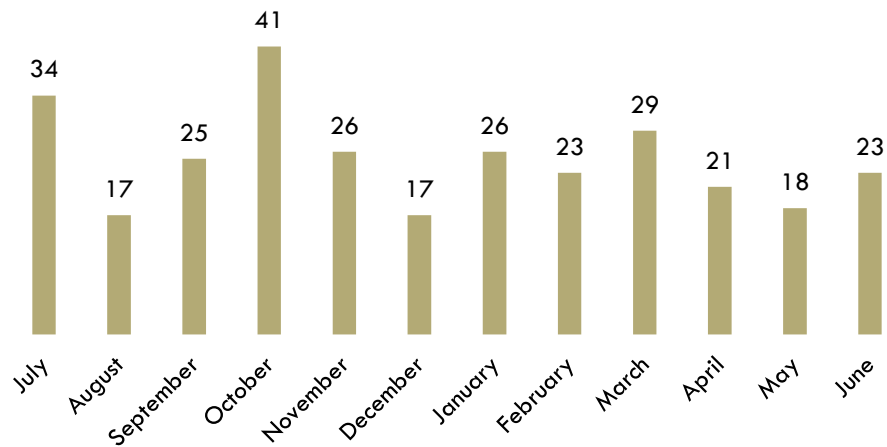
I. Division of Adult Institutions

In FY19, there were 300 attempted and completed assaults on DAI staff. Of that number, 41 were attempted assaults and 259 were completed assaults. Of the 300 incidents, 304 different staff members and 201 offenders were involved.

Type	FY13	FY14	FY15	FY16	FY17	FY18	FY19
Attempted	40	58	62	52	54	34	41
Completed	252	245	273	315	263	271	259
Total	292	303	335	367	317	305	300

In FY19, October had the most incidents (14% or 41). The fewest number of incidents occurred in August (6% or 17) and December (6% or 17). On average, 25 incidents occurred each month during FY19 in DAI.

DAI FY19 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 41 attempted assaults reported, 47 different staff members and 35 offenders were involved.

Assault Information

Type of Assault: Fifty-one percent (21) of the attempted assaults involved battery, 15% (6) involved throwing, 15% (6) involved spitting, 20% (8) involved physical injury by contact, and 2% (1) involved sexual assault. An attempt can be assigned to more than one type 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 (85% or 35) of attempted assaults occurred at a maximum security facility, and 15% (6) occurred at a medium security facility.

Restrictive Housing: Sixty-eight percent (28) 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: Eighty-five percent (35) 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-two percent (13) of the attempted assaults involved offenders who were 29 years old or younger at the time of the attempt. Fifteen percent (6) of the attempts involved offenders who were 55 years old or older at the time of the attempt.

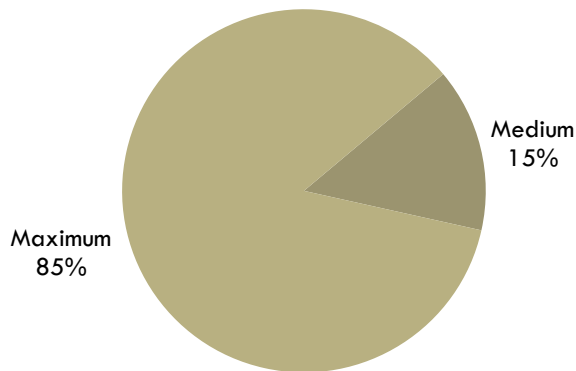
Mental Health Status: Twenty-two percent (9) of the attempted assaults involved offenders who had a serious mental health condition at the time of the attempt (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Previous Episode of Incarceration: Sixty-three percent (26) of the attempted assaults involved offenders who had a previous episode of incarceration.

Offense History: Ninety-eight percent (40) 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: Seventy-three percent (30) 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: Forty-one percent (17) of the attempted assaults involved offenders who had been in prison for less than two years at the time of the attempt. Fifteen percent (6) of the attempts involved offenders who had been in prison between two and five years, and 44% (18) involved offenders who had been in prison for five or more years at the time of the attempt.

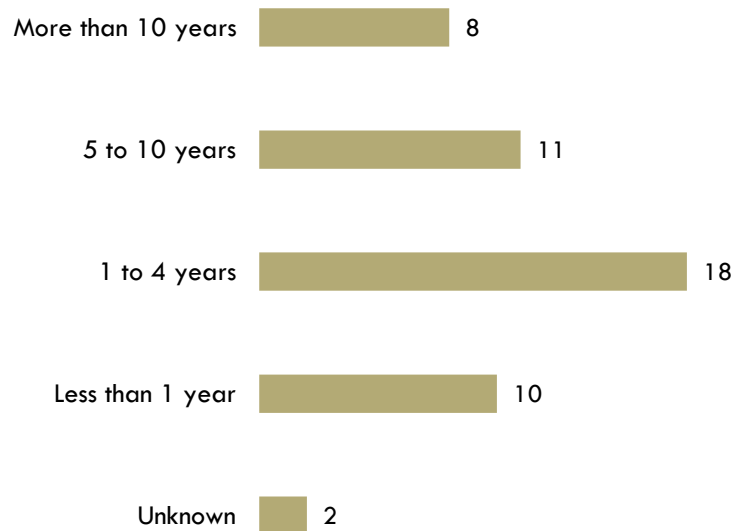
Time at the Facility: Thirty-four percent (14) of the attempted assaults involved offenders who had been at the facility where the attempt occurred for six months or less.

Time Left to Serve: Thirty-four percent (14) of the attempted assaults involved offenders who had less than two years until their expected release date. Seventeen percent (7) of the attempts involved offenders who had between two and five years, and 27% (11) involved offenders who had five or more years until their expected release date. The remaining attempts (22% or 9) involved offenders who were serving a life sentence or had returned on a violation and did not yet have an expected release date entered into the data system.

Staff Information

Seniority: The majority (37% or 18) of staff involved had been employed between one and four years at the time of the attempt. Additionally, 20% (10) of the staff involved had been employed for less than one year, 22% (11) had been employed between five and ten years, 16% (8) had been employed for more than ten years, and 4% (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 the State of Wisconsin.

DAI Staff Seniority in Attempted Assaults



Results

Referred to Law Enforcement: Over half (68% or 28) of the attempted assaults were referred to law enforcement.

Workers' Compensation Claims: Of the 41 attempted assaults reported in FY19, two workers' compensation claims were filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

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 259 completed assaults reported, 270 different staff members and 175 offenders were involved.

Assault Information

Type of Assault: Thirty-one percent (80) of the assaults involved battery, 41% (107) involved throwing, 20% (52) involved spitting, 15% (38) involved physical injury by contact, and 2% (4) involved sexual assault. An assault can be assigned to more than one type 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 (76% or 197) of assaults occurred at a maximum security facility, 24% (61) occurred at a medium security facility, and less than 1% (1) occurred at an off-site location.

Restrictive Housing: Sixty-five percent (168) 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-two percent (213) 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: Fifty-seven percent (147) of the assaults involved offenders who were 29 years old or younger at the time of the assault. Eight percent (21) of the assaults involved offenders who were 55 years old or older at the time of the assault.

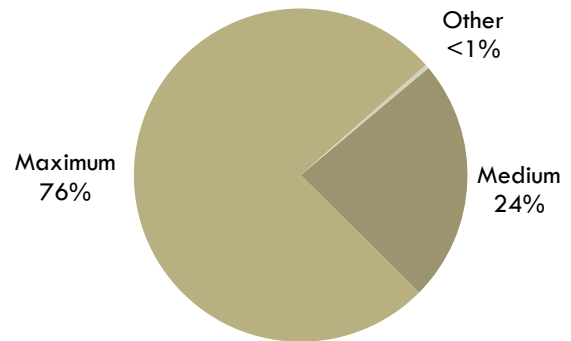
Mental Health Status: Twenty-seven percent (69) of the assaults involved offenders who had a serious mental health condition at the time of the assault (e.g., bipolar disorder, schizophrenia, personality disorder, or severe depression).

Previous Episode of Incarceration: Fifty-seven percent (147) of the assaults involved offenders who had a previous episode of incarceration.

Offense History: Ninety-three percent (241) 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-two percent (134) 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: Fifty-two percent (135) of the assaults involved offenders who had been in prison for less than two years at the time of the assault. Twenty-six percent (67) of the assaults involved offenders who had been in prison between two and five years, and 22% (57) involved offenders who had been in prison for five or more years at the time of the assault.

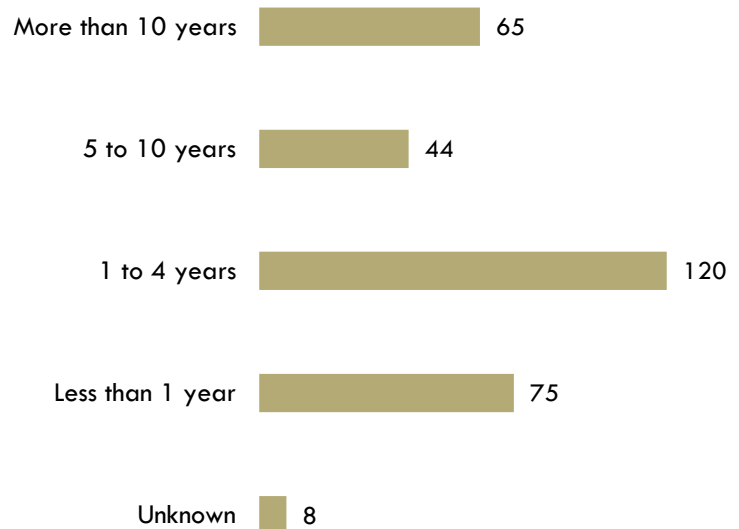
Time at the Facility: Forty-two percent (109) of the assaults involved offenders who had been at the facility where the assault occurred for six months or less.

Time Left to Serve: Thirty-one percent (81) of the assaults involved offenders who had less than two years until their expected release date. Nineteen percent (49) of the assaults involved offenders who had between two and five years, and 28% (72) involved offenders who had five or more years until their expected release date. The remaining assaults (22% or 57) involved offenders who were serving a life sentence or had returned on a violation and did not yet have an expected release date entered into the data system.

Staff Information

Seniority: The majority (38% or 120) of staff involved had been employed between one and four years at the time of the assault. Additionally, 24% (75) of the staff involved had been employed for less than one year, 14% (44) had been employed between five and ten years, 21% (65) had been employed for more than ten years, and 3% (8) 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 the State of Wisconsin.

DAI Staff Seniority in Completed Assaults



Results

Referred to Law Enforcement: Sixty-eight percent (175) of the assaults were referred to law enforcement.

Workers' Compensation Claims: Of the 259 completed assaults reported in FY19, 140 workers' compensation claims were filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

C. Recommendations

Restrictive Housing Reform: An ongoing focus for DAI has been to further reduce the number of mentally ill offenders who are placed in restrictive housing. Policy modifications and programs are being developed for offenders who are seriously mentally ill. In FY19, the 86-bed Secure Residential Treatment Unit (SRTU) at OSCI increased its capacity for providing treatment to medium-security offenders who have a combination of serious mental illness and behavioral problems, a population that is at high risk for restrictive housing placement. This program also helps to transition offenders out of restrictive housing and successfully integrate them into general population housing units. More effective mental health treatment can lead to a lower incidence of staff assaults.

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, which can lower a variety of problematic behaviors including staff assaults. In FY19, this program was active at four DOC facilities and there are plans for expansion to four additional facilities in FY20.

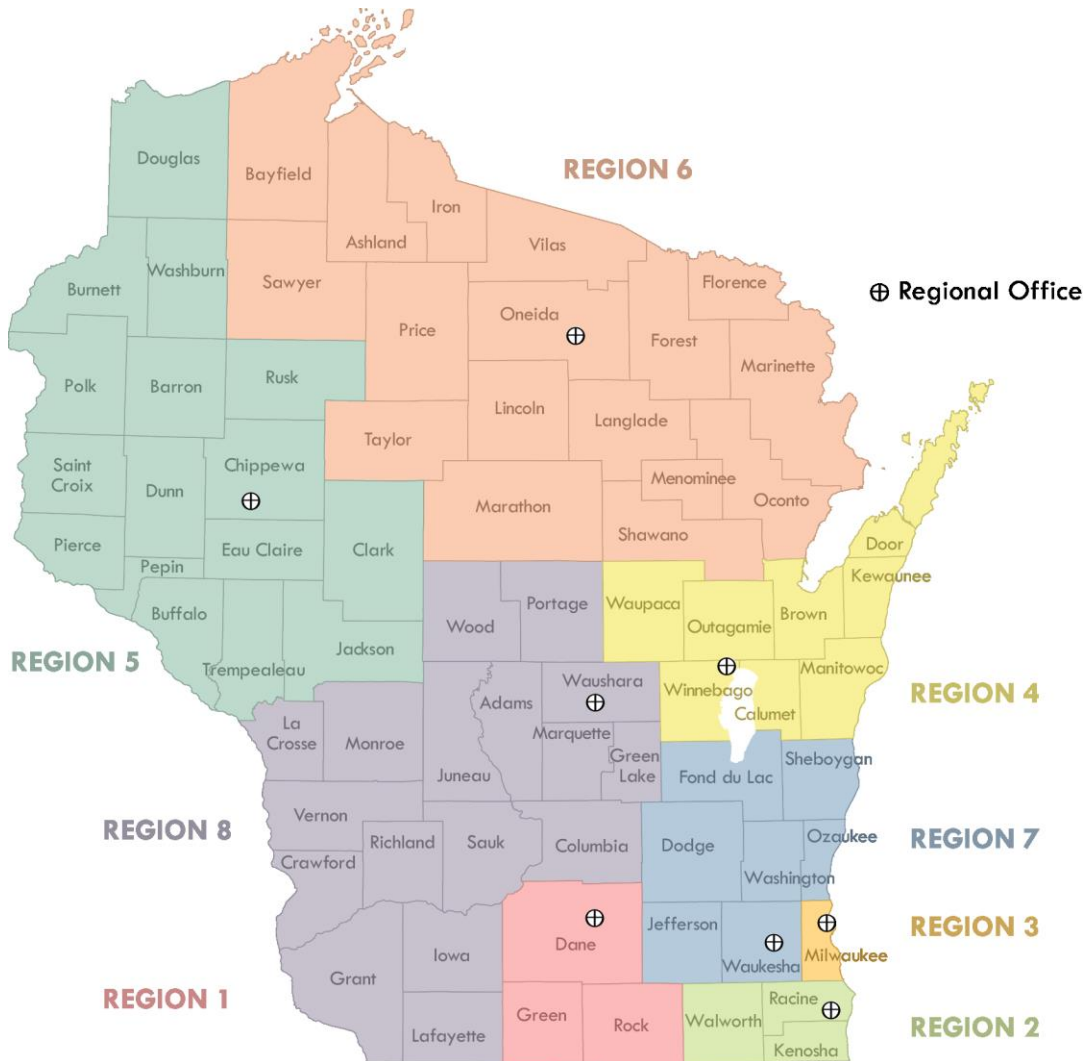
Crisis Intervention Training: The Crisis Intervention Partners (CIP) program continues to train correctional staff in crisis intervention techniques for inmates with mental health issues. The two-day training includes classroom sessions as well as a "hearing voices" exercise and role-play scenarios that involve professional actors. Successful crisis resolution can prevent staff assaults. In FY19, this training was provided to 516 correctional staff at 12 facilities.

II. Division of Community Corrections

In FY19, there were no attempted assaults and two completed assaults on DCC staff. Of the two reported incidents, four different staff members and two offenders were involved.

Type	FY14	FY15	FY16	FY17	FY18	FY19
Attempted	7	8	5	12	1	0
Completed	10	5	12	13	10	2
Total	17	13	17	25	11	2

DCC is made up of eight Regions, each led by a Regional Chief located at a Regional Office within the Region. Region 3 and Region 4 each had one incident in FY19.



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 two completed assaults reported in FY19. Of the two completed assaults, four different staff members and two offenders were involved.

Assault Information

Type of Assault: Fifty percent (1) of the assaults involved battery and 50% (1) involved throwing.

Specific Location: All of the assaults (100% or 2) occurred at a county jail.

Offender Information

Age: All of the assaults (100% or 2) involved offenders who were over 30 years old at the time of the assault.

Risk Level: Fifty percent (1) of the assaults involved offenders who were low risk, and 50% (1) involved offenders who did not have a completed assessment at the time of the assault.

Supervision Information

Previous Episode of Supervision: Fifty percent (1) of the assaults involved offenders who were on their second episode of supervision, and 50% (1) involved offenders who were on their fifth episode of supervision at the time of the assault.

Supervision Type: All of the assaults (100% or 2) involved offenders who were on probation at the time of the assault.

Time on Supervision: Fifty percent (1) of the assaults involved offenders who had been on supervision for less than one year at the time of the assault.

Time to Scheduled Discharge: All of the assaults (100% or 2) involved offenders who had two years or less until their scheduled discharge date.

Staff Information

Seniority: At the time of the assault, 50% (2) of the staff involved had been employed for less than one year. Additionally, 25% (1) had been employed between one and four years, and 25% (1) had been employed for more than ten years.

Type of Staff: All of the staff (100% or 4) involved were DCC Agents.

Results

Referred to Law Enforcement: All of the assaults (100% or 2) were referred to law enforcement.

Workers' Compensation Claims: Of the two completed assaults reported in FY19, one workers' compensation claim was filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

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. DCC is committed to evidence-based practices and has been involved in training all staff in Core Correctional Practices. Core Correctional Practices teaches staff to implement risk reduction strategies in their interactions with clients. DCC currently has a strategic plan to have all DCC staff trained by the end of 2020.

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

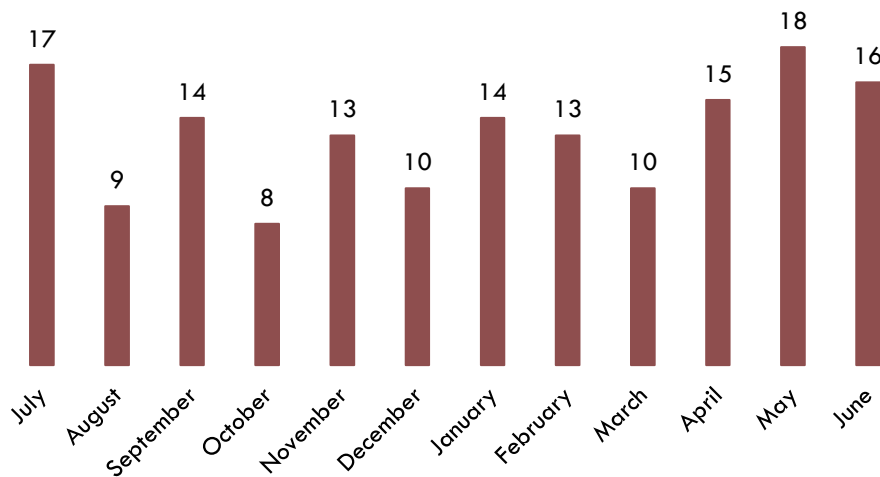
In FY19, there were 157 attempted and completed assaults on DJC staff. Of that number, 20 were attempted assaults and 137 were completed assaults. Of the 157 reported incidents, 116 different staff members, 70 youth, and three unknown actors were involved.

In FY19, there were 20 group incidents reported; of the 20 group incidents reported, two were an attempted assault and 18 were 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. Additionally, information about unknown actors is not included in the Youth Information or Sentence Information section totals.

Type	FY14	FY15	FY16	FY17	FY18	FY19
Attempted	0	0	0	33	25	20
Completed	16	13	81	105	116	137
Total	16	13	81	138	141	157

In FY19, May had the most incidents (12% or 18). The fewest number occurred in October (5% or 8). On average, 13 incidents occurred each month during FY19 in DJC.

DJC FY19 Attempted and Completed Assaults by Month



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 20 attempted assaults reported, 30 staff members and 15 youth were involved. Additionally, of the 20 attempted assaults, two were considered a group incident.

Assault Information

Type of Assault: Forty-five percent (9) of the attempted assaults involved battery, 40% (8) involved throwing, 15% (3) involved spitting, and 5% (1) involved physical injury by contact. An attempt can be assigned to more than one type 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 (90% or 18) of attempted assaults occurred at Lincoln Hills School (LHS). The remaining attempts (10% or 2) occurred at Copper Lake School (CLS).

Group Incidents: Ten percent (2) of the attempted assaults were considered a group incident. All (100% or 2) of the group incidents occurred at LHS.

Specific Location: Eighty percent (16) of the attempted assaults were located in a youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, in the housing unit, or when objects or substances were thrown from the room.

Restrictive Housing: Ten percent (2) 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

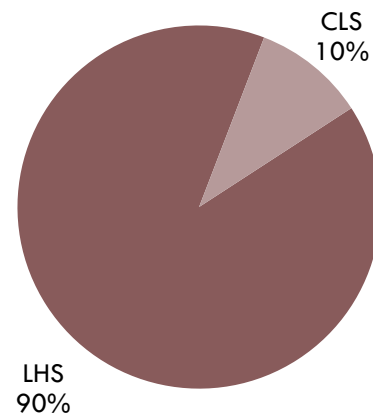
Age: Seventeen percent (3) of the attempted assaults involved youth who were 15 years old or younger at the time of the attempt. Seventy-two percent (13) of the attempts involved youth who were between 16 and 18 years old, and 11% (2) of the attempts involved youth who were 19 years old at the time of the attempt.

Sentence Information

Time in the Juvenile Facility: Thirty-nine percent (7) of the attempted assaults involved youth who had been in the juvenile correctional facility for less than six months at the time of the attempt. Seventeen percent (3) of the attempts involved youth who had been at the facility between six months and one year, and 44% (8) involved youth who had been at the facility between one and two years at the time of the attempt.

Time Left to Serve: Twenty-two percent (4) of the attempted assaults involved youth who had less than six months until their scheduled release date. Twenty-eight percent (5) of the attempts involved youth who had between six months and one year, 5% (1) involved youth who had between one and two years, and 44% (8) involved youth who had two years or more until their scheduled release date.

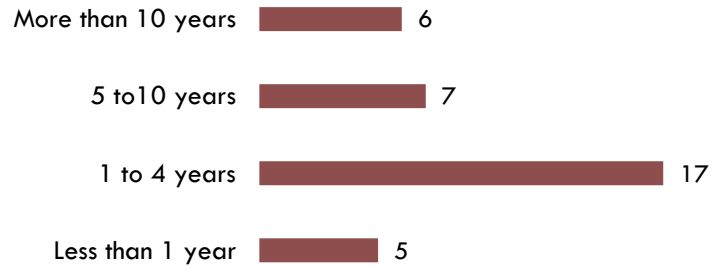
DJC Attempted Assaults by Facility



Staff Information

Seniority: The majority (49% or 17) of staff involved had been employed between one and four years at the time of the attempt. Additionally, 14% (5) of the staff involved had been employed for less than one year, 20% (7) had been employed between five and ten years, and 17% (6) had been employed 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.

DJC Staff Seniority in Attempted Assaults



Results

Referred to Law Enforcement: Thirty percent (6) of the attempted assaults were referred to law enforcement.

Workers' Compensation Claims: Of the 20 attempted assaults reported in FY19, no workers' compensation claims were 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 137 assaults reported, 110 different staff members, 64 youth, and three unknown actors were involved. Additionally, of the 137 assaults reported, 18 were considered a group incident.

Assault Information

Type of Assault: Fifty-three percent (73) of the assaults involved battery by a youth, 36% (49) involved throwing, 15% (21) involved spitting, 14% (19) involved physical injury by contact, and 7% (9) involved sexual assault. An assault can be assigned to more than one type 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 (80% or 109) of assaults occurred at LHS. The remaining assaults (20% or 28) occurred at CLS.

Group Incidents: Thirteen percent (18) of the assaults were considered a group incident. Of the 18 completed group incidents, 67% (12) occurred at LHS, and 33% (6) occurred at CLS.

Specific Location: Eighty-three percent (114) of the assaults were located in a youth's room, youth's room front, day room, or housing unit. This includes incidents near the door trap, in the housing unit, or when objects or substances were thrown from the room.

Restrictive Housing: Fourteen percent (19) 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

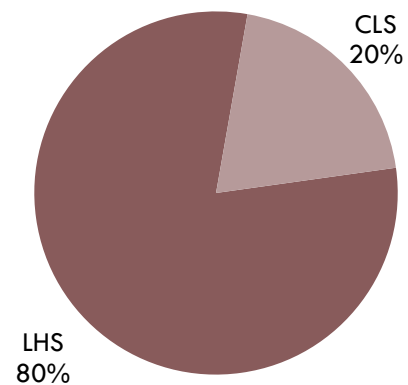
Age: Eighteen percent (21) of the assaults involved youth who were 15 years old or younger at the time of the assault. Seventy-four percent (86) of the assaults involved youth who were between 16 and 18 years old, and 8% (9) of the assaults involved youth who were 19 years old or older at the time of the assault.

Sentence Information

Time in the Juvenile Facility: Fifty-five percent (64) of the assaults involved youth who had been in the juvenile correctional facility for less than six months at the time of the assault. Twenty-two percent (26) of the assaults involved youth who had been at the facility between six months and one year, 17% (20) involved youth who had been at the facility between one and two years, and 5% (6) involved youth who had been at the facility for more than two years at the time of the assault.

Time Left to Serve: Twenty-one percent (24) of the assaults involved youth who had less than six months until their scheduled release date. Fifteen percent (17) of the assaults involved youth who had between six months and one year, 34% (39) involved youth who had between one and two years, and 30% (35) involved youth who had two years or more until their scheduled release date. One youth did not have a scheduled release date at the time of the assault.

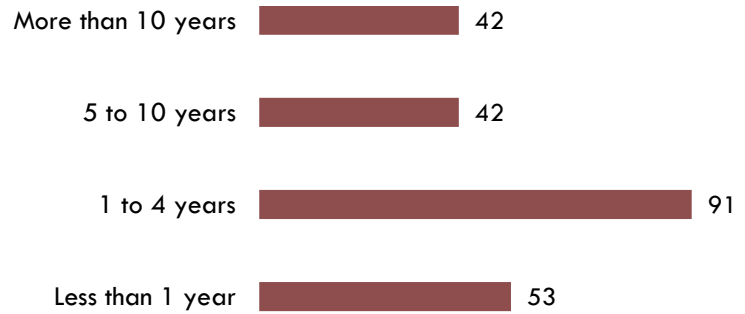
DJC Completed Assaults by Facility



Staff Information

Seniority: The majority (40% or 91) of staff involved had been employed between one and four years at the time of the assault. Additionally, 23% (53) of the staff involved had been employed for less than one year, 18% (42) had been employed between five and ten years, and 18% (42) had been employed 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.

DJC Staff Seniority in Completed Assaults



Results

Referred to Law Enforcement: Thirty-four percent (46) of the assaults were referred to law enforcement.

Workers' Compensation Claims: Of the 137 completed assaults reported, 63 workers' compensation claims were filed. Multiple claims may have been submitted per incident as multiple staff may have been involved.

C. Recommendations

Crisis Awareness Response Effort (CARE) Team: The CARE Team assists in de-escalating situations by attempting to resolve issues and stressors with an end goal of the youth or living unit re-engaging in the regular schedule; shifts run daily. The CARE Team responds to non-aggressive, non-violent incidents. The CARE Team support allows staff who are at an impasse with one youth to disengage and maintain programming with other youth in the building as the CARE Team provides assistance with the youth.

Mandt System: All staff are now trained annually in the Mandt System. The Mandt System is a comprehensive, integrated approach to preventing, de-escalating, and if necessary, intervening when the behavior of a youth poses a threat of harm to themselves and/or others. The focus of The Mandt System is on building healthy relationships with youth in order to facilitate the development of an organizational culture that provides the emotional, psychological, and physical safety needed in order to teach new behaviors to replace the behaviors that are labeled “challenging.”

Elimination of Restrictive Housing: In February, DJC eliminated their restrictive housing units completely. CLS already eliminated their unit but to replace the restrictive housing unit at LHS the Krueger program was developed. It is a non-punitive, highly-structured, general population living unit. Youth are assigned to this program when their behavior indicates a high likelihood that their continued presence in less-structured general population units presents a danger to themselves or others, or that they pose a serious risk to facility safety and/or security.

Appendix: Staff Assault Definitions

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

Attempted – An offender/youth is guilty of attempt if either of the following is true: the offender/youth planned to do something which would have been a rule violation if actually committed, or the offender/youth did acts which showed a plan to violate the rule when the acts occurred.

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

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.

Offender – Any person who is under the supervision of the Department of Corrections, offenders, probationers, parolees or persons in a WI DAI facility.

Staff Member – An individual who is employed full-time, part-time, contractual basis, or other individuals performing correctional services (e.g., volunteers or interns).

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 - 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 or youth that may or may not result in off-site medical care.
- C. Sexual - 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 - 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.